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ABSTRACT

This report gives precise information on salary schedules for teachers in reporting school systems with enrollments of 6,000 or more, and for selected systems in high income suburban areas with enrollments of 1,000 or more. The system-by-system listing, which makes up the major portion of this report, gives minimum and maximum scheduled salaries by preparation level, number or increments, and maximum placement for experience. Distributions of scheduled minimum and maximum salaries, and summaries of means, medians, and such administrative provisions as recognition or prior service, merit provisions, and index scheduling delineate the current nationwide status of teacher pay scales. Trends in mean minimum and maximum scheduled salaries are given to show the progress being made toward compensating teachers adequately. (A related document is ED 047 420.) (Author)

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Public-School Salaries Series

RESEARCH REPORT 1971-R12

Salary Schedules for Teachers, 1971-72

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Research Report 1971-R12: SALARY SCHEDULES FOR TEACHERS, 1971-72

Project Director: GERTRUDE N. STIEBER, *Senior Professional Associate*

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FOREWORD

THIS REPORT gives precise information on salary schedules for teachers in reporting school systems with enrollments of 6,000 or more, and for selected systems in high-income suburban areas with enrollments of 1,000 or more. The system-by-system listing, which makes up the major portion of this report, gives minimum and maximum scheduled salaries by preparation level, number of increments, and maximum placement for experience. Distributions of scheduled minimum and maximum salaries, and summaries of means, medians, and such administrative provisions as recognition of prior service, merit provisions, and index scheduling delineate the current nationwide status of teacher pay scales. Trends in mean minimum and maximum scheduled salaries are given to show the progress being made toward adequately compensating teachers.

This report should be helpful to local education association leaders, teacher committees on salaries and negotiations, and others concerned with upgrading the economic status of public-school teachers.

The study was made under the direction of Gertrude N. Stieber, Senior Professional Associate, with the assistance of the Statistics Section of the Research Division. Audrey Hartung, David Chester, and Carol Baker did much of the salary schedule analysis.

The Division is particularly grateful to the superintendents of schools and to their staff members who provide the information which makes this study possible each year.

GLEN ROBINSON
Director, Research Division

INTRODUCTION

Data from 1,284 salary schedules for teachers for 1971-72 are presented in this report. Schedule documents were received from 1,179 systems with enrollments of 6,000 or more as of October 1970. Also included is information from 105 other systems which are part of a selected group of 230 systems located in high-income suburban areas which reported salary data for 1971-72. Each of the selected suburban systems has an enrollment of 1,000 or more.

The report comprises summary tables, a minimum of explanatory text, and a system-by-system listing of reporting systems with enrollments of 6,000 or more and of the selected high-income suburban districts. The listing comprises the major part of the report and includes 18 systems from which data were received too late to be included in the summary tables. The omission of data from these 18 systems does not decrease the validity of the summary tabulations, however.

Scope of Study

As shown in Table 1, all operating systems with enrollments of 6,000 or more (Strata 1-5) were queried, and

usable replies were received from 1,179, or 77.8 percent. The rate of usable responses varied from 100 percent for the large systems in Strata 1 and 2 to 73.1 percent for systems with enrollments of 6,000 to 11,999 (Stratum 5).

As indicated above, 18 systems reported salary information in time for inclusion in the system-by-system listing but too late for inclusion in the summary tables. Therefore, the listing is made up of 1,197 systems compared with 1,179 shown in the summary tables.

The system-by-system list of 169 selected suburban systems represents 73.5 percent of a list of 230 systems with enrollments of at least 1,000 which were selected on the basis of family income as reported in the U.S. Census for 1960. Some of the 169 also appear in the list of Strata 1-5 systems. Data were received from two systems too late for inclusion in the summary tables. They do appear in the system-by-system listing, however. The master list of suburban districts will be updated in accordance with the 1970 Census as soon as the information becomes available.

It cannot be overstressed that these suburban systems in no way represent suburban public school systems in general; they are included only to show salary schedule data for a *selected* group of school districts in very high-income

TABLE 1.—ESTIMATED NUMBER OF OPERATING PUBLIC SCHOOL SYSTEMS ENROLLING 6,000 OR MORE PUPILS, AND NUMBER PROVIDING SALARY DATA FOR 1971-72

Enrollment stratification	Estimated number of operating systems	Reporting systems	
		Number	Percent of total
1	2	3	4
Stratum 1—100,000 or more	27	27	100.0
Stratum 2—50,000 to 99,999	54	54	100.0
Stratum 3—25,000-49,999	108	99	91.7
Total—Strata 1, 2, and 3	189	180	95.2
Stratum 4—12,000-24,999	392	316	80.6
Stratum 5—6,000-11,999	934	683	73.1
Total—Strata 1 through 5	1,515*	1,179	77.8

*Requests for 1971-72 salary schedule data were sent to each of the 1,515 systems.

TABLE 2.--PERCENTAGE DISTRIBUTION OF REPORTING SYSTEMS WITH ENROLLMENTS OF 6,000 OR MORE
BY REGION AND BY ENROLLMENT STRATUM

GEOGRAPHIC REGION	ENROLLMENT STRATUM					TOTAL, ALL REPORTING SYSTEMS
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
NEW ENGLAND .....	...	1.9	4.0	4.7	6.9	5.7
MIDEAST	25.9	7.4	5.1	14.6	17.9	15.6
SOUTHEAST	29.6	35.2	32.3	23.7	29.4	28.4
GREAT LAKES	22.2	7.4	12.1	16.8	15.7	15.4
PLAINS	3.7	7.4	9.1	7.0	7.0	7.1
SOUTHWEST	7.4	14.8	9.1	7.3	6.6	7.4
ROCKY MOUNTAIN .....	...	7.4	4.0	4.4	3.1	3.6
FAR WEST	11.1	18.5	24.2	21.5	13.5	16.7
NUMBER OF SYSTEMS REPORTING ..	99.9	100.0	99.9	100.0	100.1	99.9
TOTAL	27	54	99	316	683	1,179

TABLE 3.--1971-72 MEAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY PREPARATION LEVEL,
AND BY ENROLLMENT OF REPORTING SYSTEMS

PREPARATION LEVEL	ENROLLMENT STRATUM						TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
BACHELOR'S DEGREE (OR 4 YEARS)							
MINIMUM	\$ 7,503	\$ 6,957	\$ 7,116	\$ 7,126	\$ 7,120	\$ 7,017	\$ 7,061
MAXIMUM	11,684	10,244	10,424	10,559	10,383	10,192	10,299
MASTER'S DEGREE (OR 5 YEARS)							
MINIMUM	8,215	7,649	7,939	7,893	7,911	7,787	7,837
MAXIMUM	13,170	11,734	12,131	12,168	12,150	11,840	11,973
SIX YEARS							
MINIMUM	8,805	8,139	8,534	8,461	8,573	8,477	8,501
MAXIMUM	14,028	12,830	13,388	13,326	13,482	13,214	13,308
DOCTOR'S DEGREE (OR 7 YEARS)							
MINIMUM	9,186	8,567	8,886	8,838	9,037	8,939	8,943
MAXIMUM	14,371	13,327	13,743	13,721	13,994	13,741	13,805

TABLE 4.--1971-72 MEDIAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY PREPARATION LEVEL,
AND BY ENROLLMENT OF REPORTING SYSTEMS

PREPARATION LEVEL	ENROLLMENT STRATUM						TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1, 2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683	1,179
BACHELOR'S DEGREE (OR 4 YEARS)							
MINIMUM	\$ 7,300	\$ 7,000	\$ 7,000	\$ 7,099	\$ 7,053	\$ 7,000	\$ 7,005
MAXIMUM	11,300	10,252	10,250	10,379	10,229	10,090	10,200
MASTER'S DEGREE (OR 5 YEARS)							
MINIMUM	8,000	7,633	7,790	7,753	7,816	7,700	7,751
MAXIMUM	13,015	11,453	12,000	12,019	12,190	12,000	12,078
SIX YEARS							
MINIMUM	8,780	8,090	8,640	8,453	8,550	8,438	8,499
MAXIMUM	13,680	12,805	13,846	13,592	13,698	13,455	13,530
DOCTOR'S DEGREE (OR 7 YEARS)							
MINIMUM	9,160	8,578	8,920	8,859	8,950	8,731	8,826
MAXIMUM	14,300	13,299	13,813	13,740	14,100	13,627	13,746

suburban areas. Other suburban systems are missing from this list either because they failed to respond or because they were not included in the limited list of systems queried.

Regional Distribution

A distribution of reporting systems with enrollments of 6,000 or more (Strata 1 to 5) is shown on a regional basis in Table 2. Table 5 provides scheduled salary minimums and maximums on the basis of the same geographic distribution of reporting systems.

Summary Tables and Lists

Tables 3, 4, and 6 through 22 summarize data on minimum and maximum scheduled salaries, increments, recognition of advanced study, merit provisions, professional growth requirements, and various administrative provisions for 1971-72 for reporting systems from Strata 1-5 (enrollments of 6,000 or more). Table 7 provides a summary comparison of scheduled mean salaries by preparation level from 1962-63 through 1971-72 for reporting systems with enrollments of 6,000 or more. Table 7A shows the same information on an index basis, with 1962-63 equaling 100.0. Table 8 summarizes mean salaries scheduled in 1971-72 for teachers with less than a bachelor's degree for each of the enrollment strata. Table 9 provides summaries

of mean and median scheduled salaries and salary ranges for the 169 suburban systems; other data were not summarized for this arbitrarily selected group of districts.

Method of Tabulation

The greater part of this report deals with the presentation of information, system by system, for all reporting districts with enrollments of 6,000 or more, and for selected suburban districts. The data presented in each of the 16 columns are explained below.

The districts within each stratum are grouped by state, and listed alphabetically by city within the state. Exceptions are county-unit systems which are listed by name of the county, with the post-office address of the district headquarters shown following the county name. When the name of the school system differs from the post-office address, the name of the district is given the major listing, with the post-office address following.

If the system provides only elementary schools, this is indicated with (Elem.) following the post-office address; for high school districts, the letters (H.S.) are used.

Enrollment (col. 1)

The questionnaire which accompanied the request for the salary schedule asked for total pupil enrollment on or

(continued on page 13)

TABLE 5.--1971-72 MEAN AND MEDIAN SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY GEOGRAPHIC REGION
REPORTING SYSTEMS WITH ENROLLMENTS OF 6,000 OR MORE (STRATA 1-5)

PREPARATION LEVEL	NEW ENGLAND	MIDWEST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL, ALL REGIONS
NUMBER OF SYSTEMS REPORTING ..	67	184	335	182	84	87	43	197	1,179
PERCENT OF TOTAL	5.7	15.6	28.4	15.4	7.1	7.4	3.6	16.7	99.9
BACHELOR'S DEGREE MINIMUM									
MEAN	\$ 7,431	\$ 7,723	\$ 6,482	\$ 7,463	\$ 7,102	\$ 6,638	\$ 6,577	\$ 7,205	\$ 7,061
MEDIAN	7,400	7,630	6,400	7,450	7,138	6,650	6,650	7,200	7,005
RANGE LOW	6,400	6,500	5,484	5,625	6,100	6,000	5,800	6,000	5,484
RANGE HIGH	8,575	9,400	7,575	9,333	7,825	7,500	7,288	10,500	10,500
MASTER'S DEGREE MAXIMUM									
MEAN	12,744	13,975	9,691	13,468	12,922	10,480	11,540	12,681	11,973
MEDIAN	12,600	13,700	9,611	13,401	12,666	10,380	11,458	12,695	12,078
RANGE LOW	10,500	10,800	6,800	9,205	8,900	8,000	8,969	9,300	6,800
RANGE HIGH	15,850	17,754	16,400	16,599	15,980	13,790	14,000	16,905	17,754
MAXIMUM SCHEDULED SALARY FOR HIGHEST PREPARATION LEVEL RECOGNIZED									
MEAN	14,084	15,472	10,673	14,635	14,448	11,149	13,034	14,618	13,277
MEDIAN	13,650	15,116	10,721	14,467	14,345	10,810	13,124	14,586	13,428
RANGE LOW	11,650	11,700	6,800	9,265	9,100	8,000	9,085	10,180	6,800
RANGE HIGH	18,239	20,950	18,196	19,600	18,772	15,594	17,195	21,000	21,000

INDEX--MEAN SCHEDULED SALARY FOR ALL REGIONS EQUALS 100.0

BACHELOR'S DEGREE MINIMUM	105.24	109.38	91.80	105.69	100.58	94.01	93.15	102.04	100.00
MASTER'S DEGREE MAXIMUM	106.44	116.72	80.94	112.49	107.93	87.53	96.38	105.91	100.00
MAXIMUM FOR HIGHEST PREPARATION LEVEL RECOGNIZED	106.08	116.53	80.39	110.23	108.82	83.97	98.17	110.10	100.00

TABLE 6A.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM
TEACHERS WITH A BACHELOR'S DEGREE

SALARY INTERVAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000-- 99,999	3-- 25,000-- 49,999	4-- 12,000-- 24,999	5-- 6,000-- 11,999	
MINIMUM FOR BACHELOR'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION						
LESS THAN \$5,500	...	...	...	...	.1	.1
\$5,500- 5,749	...	...	...	.3	1.6	1.0
5,750- 5,999	...	...	1.0	.3	1.9	1.3
6,000- 6,249	...	5.6	3.0	5.7	10.8	8.3
6,250- 6,499	3.7	14.8	5.1	7.8	12.9	11.2
6,500- 6,749	3.7	14.8	15.2	13.3	10.5	11.0
6,750- 6,999	11.1	11.1	20.2	16.1	9.4	12.4
7,000- 7,249	25.9	25.9	20.2	22.8	16.1	17.7
7,250- 7,499	18.5	13.0	14.1	11.1	12.2	12.2
7,500- 7,799	14.8	11.1	9.1	10.6	9.8	10.7
7,750- 7,999	3.7	...	6.1	3.9	4.1	3.7
8,000- 8,999	11.1	3.7	5.1	5.6	11.0	10.0
9,000 OR MORE	7.4	...	1.0	1.7	.1	.3
TOTAL	99.9	100.0	100.1	100.1	99.9	99.9
NUMBER OF SYSTEMS REPORTING	27	54	99	180	683	1,179
MEAN	\$ 7,503	\$ 6,957	\$ 7,116	\$ 7,126	\$ 7,017	\$ 7,061
MEOTIAN	7,300	7,000	7,000	7,099	7,000	7,005
RANGE	6,400	6,100	5,950	5,950	5,484	5,484
LOW	9,400	8,100	10,350	10,350	10,500	10,500
HIGH						

MAXIMUM FOR BACHELOR'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION						
LESS THAN \$6,500	...	...	...	...	...	.2
\$ 6,500- 6,999	...	...	...	...	.3	1.4
7,000- 7,499	...	...	1.0	.6	2.2	2.5
7,500- 7,999	...	5.6	...	1.7	.9	3.6
8,000- 8,499	...	9.3	8.1	7.2	8.2	8.7
8,500- 8,999	...	7.4	11.1	8.3	11.1	11.0
9,000- 9,499	...	9.3	13.1	10.0	9.8	8.3
9,500- 9,999	11.1	11.1	10.1	10.6	11.4	10.3
10,000- 10,499	18.5	20.4	19.1	14.4	11.7	10.1
10,500- 10,999	7.4	5.6	8.1	7.2	13.0	9.6
11,000- 11,499	14.8	9.3	13.1	12.2	9.2	9.2
11,500- 11,999	11.1	5.6	10.1	8.9	6.0	7.0
12,000- 12,499	7.4	7.4	2.0	4.4	3.8	5.4
12,500- 12,999	3.7	3.7	7.1	5.6	3.8	4.2
13,000- 13,499	14.8	5.6	2.0	5.0	3.7	3.9
13,500- 13,999	3.7	...	3.0	2.2	2.2	2.2
14,000- 14,499	3.7	...	1.0	1.1	1.9	1.4
14,500- 14,999	3.7	...	...	.6	...	.6
15,000 OR MORE	...	...	...	...	.6	.3
TOTAL	99.9	100.3	99.9	100.0	99.9	99.9
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	1,179
MEAN	\$ 11,684	\$ 10,244	\$ 10,424	\$ 10,559	\$ 10,383	\$ 10,299
MEOIAN	11,300	10,252	10,250	10,379	10,229	10,200
RANGE	9,800	7,640	7,176	7,176	6,670	6,412
LOW	14,870	13,270	14,100	14,870	15,935	15,938
HIGH						

TABLE 68.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR
CLASSROOM TEACHERS WITH MASTER'S DEGREE

SALARY INTERVAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
LESS THAN \$6,000 .....	...	...	...	...	...	.3
\$ 6,000- 6,249 .....	...	...	...	...	1.8	1.1
6,250- 6,449 .....	...	...	...	1.6	2.5	1.9
6,450- 6,749 .....	...	1.9	2.0	2.2	5.3	3.9
6,750- 6,999	3.7	13.0	...	3.9	11.6	9.7
7,000- 7,249	11.1	14.8	10.1	10.0	9.7	10.8
7,250- 7,499	14.8	16.7	16.2	15.0	9.1	12.4
7,500- 7,749	18.5	13.0	21.2	18.9	11.4	10.8
7,750- 7,999	18.5	11.1	6.1	10.0	8.5	9.8
8,000- 8,249	3.7	9.3	13.1	13.3	10.2	10.7
8,250- 8,499	11.1	3.7	12.1	10.0	6.6	7.5
8,500- 8,749 .....	...	3.7	7.1	7.9	7.9	7.7
8,750- 8,999	11.1	...	5.1	6.7	5.3	5.3
9,000- 9,499	3.7	...	6.1	3.9	6.0	6.1
9,500- 9,999	3.7	...	...	5.0	7.0	2.2
10,000 OR MORE	3.7	...	1.0	.6	2.5	1.1
TOTAL	99.9	100.2	100.1	99.9	100.2	100.2
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	683	1,179
MEAN	\$ 8,215	\$ 7,649	\$ 7,939	\$ 7,893	\$ 7,911	\$ 7,837
MEDIAN	8,000	7,633	7,790	7,753	7,816	7,751
RANGE LOW	7,100	6,649	6,640	6,640	6,060	5,800
HIGH	10,900	8,820	11,799	11,799	10,200	11,970

MAXIMUM FOR MASTER'S DEGREE OR EQUIVALENT--PERCENTAGE DISTRIBUTION

LESS THAN \$7,000 .....	...	...	...	...	...	.2
\$ 7,000- 7,999 .....	...	1.9	...	...	4.4	2.8
8,000- 8,999 .....	...	7.4	1.0	1.1	5.4	3.8
9,000- 9,499 .....	...	...	10.1	2.8	7.8	6.4
9,500- 9,999 .....	...	5.6	5.1	4.4	10.3	9.3
10,000- 10,249 .....	...	7.4	8.1	6.7	2.2	2.9
10,250- 10,499	7.4	7.4	3.0	5.0	1.9	2.9
10,500- 10,749	7.4	1.9	7.1	5.6	2.1	2.6
10,750- 10,999	11.1	20.4	3.0	9.4	2.8	3.1
11,000- 11,499	3.7	5.6	10.1	7.8	6.2	6.9
11,500- 11,999	14.8	11.1	13.1	12.8	7.6	7.0
12,000- 12,499	3.7	9.3	5.1	6.1	10.8	9.9
12,500- 12,999	11.1	5.6	10.1	8.9	10.5	8.2
13,000- 13,499	7.4	9.3	7.1	7.3	10.0	9.9
13,500- 13,999	7.4	5.6	5.1	5.6	7.6	7.2
14,000- 14,499 .....	...	...	2.0	1.1	4.0	4.7
14,500- 14,999	22.2	1.9	7.1	7.8	5.7	2.8
15,000- 15,999	3.7	...	2.0	1.7	5.1	5.9
16,000 OR MORE	99.9	100.4	100.1	100.2	4.3	3.5
TOTAL	27	54	99	180	100.4	100.0
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	682	1,177
MEAN	\$ 13,170	\$ 11,734	\$ 12,131	\$ 12,168	\$ 12,150	\$ 11,973
MEDIAN	13,015	11,453	12,000	12,019	12,190	12,078
RANGE LOW	10,700	8,394	8,076	8,076	7,300	6,800
HIGH	16,400	15,980	16,599	16,599	17,286	17,754

TABLE 6C.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM TEACHERS WITH SIX YEARS OF PREPARATION

SALARY INTERVAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
MINIMUM FOR SIX YEARS OF COLLEGE--PERCENTAGE DISTRIBUTION						
LESS THAN \$6,500	...	...	...	...	3.0	1.8
\$ 6,500- 6,999	...	...	1.2	.6	6.3	4.4
7,000- 7,499	4.0	26.1	14.1	10.8	10.8	11.7
7,500- 7,749	4.0	13.0	11.8	10.9	6.7	7.7
7,750- 7,999	16.0	2.2	4.7	5.8	7.6	7.5
8,000- 8,249	8.0	10.9	10.6	7.1	8.2	8.2
8,250- 8,499	4.0	17.4	2.4	9.0	9.1	8.7
8,500- 8,749	12.0	6.5	11.8	10.3	8.4	9.8
8,750- 8,999	20.0	13.0	8.2	11.5	7.4	8.1
9,000- 9,499	16.0	8.7	23.5	17.9	12.7	15.2
9,500- 9,999	8.0	2.2	7.1	5.8	11.0	9.6
10,000- 10,499	4.0	...	3.5	2.6	4.6	3.7
10,500- 10,999	...	...	...	3.0	3.2	2.6
11,000- 11,499	...	...	...	.7	.8	.6
11,500- 11,999	...	...	...	.4	...	.1
12,000 OR MORE	4.0	...	1.2	...	.2	.3
TOTAL	100.0	100.0	100.1	100.1	100.0	100.0
NUMBER OF SYSTEMS REPORTING	25	46	85	156	526	950
MEAN	\$ 8,805	\$ 8,139	\$ 8,534	\$ 8,461	\$ 8,477	\$ 8,501
MEDIAN	8,780	8,090	8,640	8,453	8,438	8,499
RANGE LOW	7,450	7,156	6,678	6,435	6,200	6,200
HIGH	12,400	9,675	13,248	13,248	13,440	13,440

MAXIMUM FOR SIX YEARS OF COLLEGE--PERCENTAGE DISTRIBUTION

LESS THAN \$8,000 .....	...	...	...	...	1.3	.8
\$ 8,000- 8,999 .....	...	...	...	.7	2.8	1.8
9,000- 9,999 .....	...	6.5	4.7	4.5	7.7	5.8
10,000- 10,999 .....	...	6.5	8.2	6.4	10.7	10.2
11,000- 11,499	12.0	10.9	11.8	11.5	3.6	5.2
11,500- 11,999	4.0	15.2	5.9	8.3	5.2	4.6
12,000- 12,499	4.0	8.7	3.5	5.1	5.5	5.2
12,500- 12,999	16.0	2.2	5.9	6.4	7.7	7.1
13,000- 13,499	8.0	8.7	3.5	5.8	8.3	8.4
13,500- 13,999	12.0	13.0	11.8	10.9	9.4	9.7
14,000- 14,499	4.0	10.9	17.6	14.1	10.8	10.8
14,500- 14,999	12.0	6.5	7.1	9.6	7.9	8.4
15,000- 15,499 .....	...	...	2.4	5.8	4.7	5.8
15,500- 15,999	4.0	...	3.5	1.9	4.0	4.3
16,000- 16,499	12.0	...	...	3.8	4.0	4.1
16,500- 16,999	8.0	...	1.2	1.9	3.8	3.2
17,000- 17,999	4.0	2.2	3.5	3.2	4.3	3.2
18,000 OR MORE .....	...	...	1.2	1.5	1.5	1.4
TOTAL	100.0	100.0	100.0	99.8	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	25	46	85	156	531	955
MEAN	\$ 14,028	\$ 12,830	\$ 13,388	\$ 13,326	\$ 13,214	\$ 13,308
MEDIAN	13,680	12,805	13,846	13,592	13,455	13,530
RANGE LOW	11,050	9,304	9,775	9,304	7,728	7,540
HIGH	17,100	17,730	18,941	18,941	19,025	19,215

TABLE 60.--DISTRIBUTION OF 1971-72 SCHEDULED SALARIES FOR CLASSROOM TEACHERS WITH DOCTOR'S DEGREE (OR 7 YEARS)

SALARY INTERVAL	1--- 100,000 OR MORE	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
		2--- 50,000- 99,999	3--- 25,000- 49,999	TOTAL, 1,2, AND 3	4--- 12,000- 24,999	5--- 6,000- 11,999	
MINIMUM FOR DOCTOR'S DEGREE (OR 7 YEARS)---PERCENTAGE DISTRIBUTION							
LESS THAN \$7,000 .....	...	2.4	1.4	1.5	1.8	10.0	5.9
\$ 7,000- 7,499 .....	...	7.1	8.6	6.7	4.8	2.6	4.1
7,500- 7,999	13.0	16.7	10.0	12.6	10.8	8.7	10.1
8,000- 8,249 .....	...	9.5	11.4	8.9	15.1	15.8	14.1
8,250- 8,499	8.7	11.9	2.9	6.7	4.2	5.5	5.4
8,500- 8,749	4.3	9.5	10.0	8.9	8.4	7.7	8.2
8,750- 8,999	8.7	14.3	10.0	11.1	5.4	3.9	5.9
9,000- 9,249	21.7	11.9	10.0	12.6	9.0	7.4	9.0
9,250- 9,499	8.7	4.8	11.4	8.9	6.0	5.2	6.2
9,500- 9,749	8.7	2.4	8.6	6.7	10.8	5.2	7.0
9,750- 9,999	8.7	2.4	5.7	5.2	5.4	5.2	5.2
10,000- 10,999	17.4	7.1	7.1	8.9	10.8	14.5	12.3
11,000- 11,999 .....	...	...	1.4	.7	4.8	5.5	4.3
12,000- 12,999 .....	...	...	...	...	2.4	2.3	1.8
13,000 OR MORE .....	...	...	1.4	.7	...	.6	.5
TOTAL	99.9	100.0	99.9	100.1	99.7	100.1	100.0
NUMBER OF SYSTEMS REPORTING ..	23	42	70	135	166	310	611
MEAN	\$ 9,186	\$ 8,567	\$ 8,886	\$ 8,838	\$ 9,037	\$ 8,939	\$ 8,943
MEDIAN	9,160	8,578	8,920	8,859	8,950	8,731	8,826
RANGE LOW	7,750	6,963	6,678	6,678	6,635	6,328	6,328
HIGH	10,840	10,150	13,973	13,973	12,276	14,175	14,175
MAXIMUM FOR DOCTOR'S DEGREE (OR 7 YEARS)---PERCENTAGE DISTRIBUTION							
LESS THAN \$9,000 .....	...	...	...	...	...	2.2	1.1
\$ 9,000- 9,999 .....	...	7.1	...	2.2	.6	1.6	1.5
10,000- 10,999 .....	...	2.4	7.1	4.4	13.8	18.4	14.1
11,000- 11,499	4.3	7.1	11.4	8.9	7.8	7.9	8.1
11,500- 11,999	4.3	7.1	12.9	9.6	8.4	5.4	7.1
12,000- 12,499	8.7	11.9	7.1	8.9	3.0	4.1	4.9
12,500- 12,999	4.3	9.5	4.3	5.9	4.2	2.2	3.6
13,000- 13,499	4.3	9.5	4.3	5.9	6.0	6.3	6.1
13,500- 13,999	17.4	2.4	2.9	5.2	4.2	5.4	5.0
14,000- 14,499	17.4	9.5	11.4	11.9	10.8	5.7	8.4
14,500- 14,999	8.7	11.9	5.7	8.1	6.6	7.6	7.4
15,000- 15,999	8.7	14.3	21.4	17.0	15.0	12.7	14.2
16,000- 16,999	8.7	2.4	4.3	4.4	6.0	7.0	6.1
17,000- 17,999	13.0	2.4	4.3	5.2	6.6	4.4	5.2
18,000- 18,999 .....	...	2.4	1.4	1.5	4.2	6.0	4.5
19,000- 19,999 .....	...	...	...	...	1.8	1.6	1.3
20,000 OR MORE .....	...	...	1.4	.7	1.2	1.6	1.3
TOTAL	99.8	99.9	99.9	99.8	100.2	100.1	99.9
NUMBER OF SYSTEMS REPORTING ..	23	42	70	135	167	316	618
MEAN	\$ 14,371	\$ 13,327	\$ 13,743	\$ 13,721	\$ 13,994	\$ 13,741	\$ 13,805
MEDIAN	14,300	13,299	13,813	13,740	14,100	13,627	13,746
RANGE LOW	11,400	9,656	10,130	9,656	9,790	8,000	8,000
HIGH	17,800	18,095	20,700	20,700	20,522	21,000	21,000

TABLE 6E.--DISTRIBUTION OF 1971-72 MAXIMUM SALARIES SCHEDULED FOR CLASSROOM TEACHERS FOR THE HIGHEST PREPARATION CLASS RECOGNIZED IN THE SCHEDULE

SALARY INTERVAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
MAXIMUM FOR HIGHEST PREPARATION RECOGNIZED--PERCENTAGE DISTRIBUTION						
LESS THAN \$8,000	...	...	...	...	...	1.8
\$ 8,000- 8,999	...	1.9	...	1.1	2.8	3.1
9,000- 9,999	...	5.6	1.0	2.2	6.6	4.7
10,000- 10,999	...	5.6	7.1	5.6	14.2	12.6
11,000- 11,999	7.4	14.8	21.2	17.2	10.5	12.3
12,000- 12,499	7.4	11.1	8.1	8.9	5.0	5.4
12,500- 12,999	3.7	9.3	3.0	5.0	4.5	4.7
13,000- 13,499	3.7	7.4	3.0	4.4	6.6	6.0
13,500- 13,999	14.8	1.9	4.0	5.0	5.9	5.9
14,000- 14,499	14.8	11.1	13.1	12.8	8.5	10.2
14,500- 14,999	11.1	13.0	9.1	10.6	6.9	7.6
15,000- 15,999	11.1	13.0	18.2	15.6	9.8	11.7
16,000- 16,999	14.8	1.9	5.1	5.6	6.3	6.1
17,000- 17,999	11.1	1.9	4.0	4.4	3.8	4.0
18,000- 18,999	...	1.9	1.0	1.1	2.8	2.4
19,000- 19,999	...	...	...	...	.9	.8
20,000 OR MORE	...	...	1.0	.6	.7	.7
TOTAL	99.9	100.4	99.9	100.1	99.8	100.0
NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	1,179
MEAN	\$ 14,578	\$ 13,149	\$ 13,670	\$ 13,650	\$ 13,557	\$ 13,277
MEDIAN	14,400	13,156	14,108	14,015	13,883	13,428
RANGE	11,400	8,394	8,556	8,394	7,300	6,800
LOW	17,800	18,095	20,700	20,700	20,522	21,000
HIGH						

about October 1, 1970, by elementary, junior high, and senior high schools, including enrollments in special schools, but excluding enrollment in junior colleges. Only the total enrollment is shown in column 1.

Preparation Levels Used in Presenting Minimum and Maximum Salaries (cols. 2-9)

Because of the complexity and lack of uniformity in the schedule documents, the analysis of them, especially as to salaries, requires the adoption of certain arbitrary definitions and methods of procedure which are explained here.

BACHELOR'S DEGREE (columns 2 and 3)—The minimum and maximum salaries shown are for the bachelor's degree or for four years of college preparation if the degree is not specified. If the schedule fixes one salary for teachers who have four years of preparation but no degree, and a higher salary for those who have completed the degree, the salary shown is for the degree teacher.

MASTER'S DEGREE (columns 4 and 5)—Wherever possible the minimum and maximum salaries shown are for the *earned* master's degree, but if a salary class is given only for five years of college with no differential for the master's degree, the five-year salary is shown.

SIX YEARS OF PREPARATION (M.A. plus 30 hours)(columns 6 and 7)—This classification includes, generally, such salary classes as those established for the master's degree plus 30 semester hours or 45 quarter hours, the bachelor's degree plus 60 hours or 90 quarter hours. Occasionally a classification will be used here which differs slightly from the customary definition of the six-year preparation level because of local practice. For example, M.A. plus 24 hours, or B.A. plus 56 hours is sometimes used in a salary schedule as the six-year level. If the salary classification does not start until step 2 or later, step 1 of the preceding salary classification is shown as the minimum with the first dollar amount and the step number shown below in parentheses with the step at which the salary class is recognized. These items are usually found in column 6 but a few appear in column 4.

SCHEDULED MAXIMUM (columns 8 and 9)—The maximum scheduled salary (exclusive of long-service or merit increments) is shown in column 8, and the preparation level required is indicated in column 9. Space limitations prevented printing out the minimum and maximum scheduled salaries for the doctor's degree on a system-by-system basis. However, this information was recorded and appears in the summary tables.

INTERMEDIATE OR FRACTIONAL SALARY CLASSES frequently are found in salary schedules, such as bachelor's degree plus 15 hours, or master's degree plus 10 hours, and the like. In this study these classes are ignored and only full-year academic preparation levels are considered. The frequency of occurrence of intermediate levels was tabulated, however, and is shown in summary Table 21.

DETERMINATION OF MAXIMUM SALARIES (columns 3, 5, 7, and 9)—In some districts, the amount to be reported as the maximum salary for a given level of preparation might be any one of several different amounts, depending on the use made of various differentials included in the schedule. For the sake of consistency in reporting maximum salaries, arbitrary rules were established, as follows:

1. Maximums reached by annual or biennial increments are included in arriving at the maximum reported salary. The maximum reached by delayed increments, two or more years apart, is shown in parentheses below the regular maximum followed by the numbers of years required to reach the long-service maximum.

When the long-service or extended-service provisions are open-ended, so that an additional sum of money is granted for each additional year or period of years thereafter, this fact has been indicated by a footnote in column 16 but a maximum salary for long service is not shown.

2. In most cases, merit or superior-service increments are not included in the maximum salary reported. If a definite amount is stated for superior service, the maximum for merit is computed and shown in parentheses below the regular maximum with the notation that it is a merit maximum. Maximums for merit, however, are not included in any of the summary tabulations.

If the schedule or questionnaire indicates that superior service may be recognized but no definite plan or amounts are stated, this is indicated in column 16 by a footnote.

3. Differentials for dependency, head-of-family allowances, and for men teachers are not included in the maximum salaries shown, but are indicated with a footnote listed in column 16. Table 22 which summarizes the allowances of this type which were reported for 1971-72 indicates clearly that such differentials have all but disappeared from salary schedules.

Increments from Minimum to Maximum (cols. 10-12)

Columns 10-12 report the number of increments and the average dollar amount for the bachelor's degree, master's degree, and six years of preparation, respectively. The numbers of increments shown are exclusive of long-service or supermaximum increments beyond regularly scheduled maximums. In some cases, notably California and Washington, state certification laws affect the number of increments, especially at the bachelor's degree level of preparation.

Maximum Placement for Prior Experience (col. 13)

The request for the 1971-72 salary schedules included a short questionnaire which sought information on several points not always contained in the schedule document itself.

(continued on page 16)

TABLE 7.—COMPARISON OF MEAN SCHEDULED SALARIES, 1962-63 THROUGH 1971-72

Preparation level and enrollment stratum	School year									
	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69	1969-70	1970-71	1971-72
1	2	3	4	5	6	7	8	9	10	11
Strata 1, 2, and 3—(enrollment 25,000 or more)										
Number of reporting systems*	127	136	141	150	156	168	168	171	183	180
Mean scheduled salary for:										
Bachelor's degree —Minimum	\$4,456	\$4,614	\$4,758	\$5,040	\$5,258	\$5,638	\$6,029	\$6,465	\$6,921	\$7,126
—Maximum	6,719	6,973	7,238	7,700	7,959	8,437	8,976	9,500	10,293	10,559
Master's degree** —Minimum	4,789	4,968	5,127	5,413	5,717	6,158	6,613	7,109	7,659	7,893
—Maximum	7,297	7,612	7,956	8,425	8,890	9,497	10,147	10,836	11,809	12,168
Six years (M.A.+30) —Minimum	5,303	5,569	5,634	5,830	6,152	6,635	7,139	7,622	8,218	8,461
—Maximum	8,243	8,565	8,926	9,243	9,488	10,463	11,175	11,923	12,963	13,326
Doctor's degree*** —Minimum	5,433	5,656	5,708	6,079	6,381	6,903	7,442	7,932	8,594	8,838
—Maximum	8,196	8,562	8,918	9,484	10,046	10,819	11,581	12,250	13,437	13,721
Stratum 4—(enrollment 25,000-49,999)										
Number of reporting systems*	198	242	266	300	289	303	324	307	318	316
Mean scheduled salary for:										
Bachelor's degree —Minimum	\$4,361	\$4,594	\$4,726	\$4,909	\$5,127	\$5,538	\$5,971	\$6,420	\$6,893	\$7,120
—Maximum	6,436	6,764	6,966	7,183	7,541	8,113	8,713	9,313	10,090	10,383
Master's degree** —Minimum	4,702	4,974	5,099	5,330	5,582	6,065	6,580	7,132	7,675	7,911
—Maximum	7,068	7,480	7,755	8,076	8,521	9,233	10,045	10,853	11,776	12,150
Six years (M.A.+30) —Minimum	5,323	5,722	5,766	5,924	6,203	6,648	7,220	7,805	8,345	8,573
—Maximum	8,213	8,708	9,112	9,516	9,871	10,493	11,375	12,237	13,074	13,482
Doctor's degree*** —Minimum	5,380	5,720	5,655	5,971	6,261	6,848	7,517	8,175	8,804	9,037
—Maximum	8,143	8,460	8,805	9,313	9,734	10,666	11,648	12,633	13,579	13,994
Stratum 5—(enrollment 6,000-11,999)										
Number of reporting systems*	232	540	656	621	659	609	707	664	675	683
Mean scheduled salary for:										
Bachelor's degree —Minimum	\$4,238	\$4,537	\$4,689	\$4,911	\$5,124	\$5,483	\$5,906	\$6,344	\$6,811	\$7,017
—Maximum	6,256	6,678	6,861	7,222	7,525	8,060	8,612	9,204	9,899	10,192
Master's degree** —Minimum	4,599	4,928	5,070	5,344	5,581	6,001	6,514	7,010	7,547	7,787
—Maximum	6,907	7,458	7,660	8,148	8,529	9,187	9,912	10,624	11,513	11,840
Six years (M.A.+30) —Minimum	5,303	5,637	5,697	5,907	6,128	6,539	7,126	7,625	8,240	8,477
—Maximum	8,249	8,648	8,933	9,361	9,777	10,335	11,248	11,914	12,929	13,214
Doctor's degree*** —Minimum	5,439	5,752	5,761	6,099	6,387	6,893	7,457	8,074	8,712	8,939
—Maximum	8,254	8,690	8,970	9,523	10,007	10,772	11,584	12,446	13,408	13,741
Total, Strata 1-5 (enrollment 6,000 or more)										
Number of reporting systems*	557	918	1,063	1,071	1,104	1,080	1,199	1,142	1,176	1,179
Mean scheduled salary for:										
Bachelor's degree —Minimum	\$4,331	\$4,564	\$4,707	\$4,925	\$5,144	\$5,522	\$5,941	\$6,383	\$6,850	\$7,061
—Maximum	6,426	6,744	6,937	7,262	7,590	8,133	8,690	9,278	10,012	10,299
Master's degree** —Minimum	4,680	4,946	5,085	5,350	5,600	6,043	6,546	7,058	7,599	7,837
—Maximum	7,054	7,487	7,723	8,167	8,578	9,248	9,981	10,717	11,630	11,973
Six years (M.A.+30) —Minimum	5,310	5,648	5,705	5,900	6,151	6,585	7,154	7,673	8,266	8,501
—Maximum	8,236	8,650	8,975	9,385	9,808	10,399	11,273	12,002	12,975	13,308
Doctor's degree*** —Minimum	5,417	5,724	5,723	6,057	6,350	6,882	7,471	8,070	8,712	8,943
—Maximum	8,199	8,602	8,917	9,452	9,936	10,751	11,602	12,452	13,461	13,805

*Not all systems report all preparation levels.

**If master's degree is not recognized, 5-year preparation level is used in tabulation of salary data.

TABLE 7-A.—COMPARISON OF MEAN SCHEDULED SALARIES, 1962-63 THROUGH 1971-72

Index 1962-63 = 100.0

Preparation level and enrollment stratum	School year									
	1962-63	1963-64	1964-65	1965-66	1966-67	1967-68	1968-69	1969-70	1970-71	1971-72
1	2	3	4	5	6	7	8	9	10	11
Strata 1, 2, and 3—(enrollment 25,000 or more)										
Number of reporting systems*	127	136	141	150	156	168	168	171	183	180
Mean scheduled salary for:										
Bachelor's degree —Minimum	100.0	103.5	106.8	113.1	118.0	126.5	135.3	145.1	155.3	159.9
—Maximum	100.0	103.8	107.7	114.6	118.5	125.6	133.6	141.4	153.2	157.2
Master's degree** —Minimum	100.0	103.7	107.1	113.0	119.4	128.6	138.1	148.4	159.9	164.8
—Maximum	100.0	104.3	109.0	115.5	121.8	130.1	139.1	148.5	161.8	166.8
Six years (M.A.+30) —Minimum	100.0	105.0	106.2	109.9	116.0	125.1	134.6	143.7	155.0	159.6
—Maximum	100.0	103.9	108.3	112.1	115.1	126.9	135.6	144.6	157.3	161.7
Doctor's degree*** —Minimum	100.0	104.1	105.1	111.9	117.4	127.1	137.0	146.0	158.2	162.7
—Maximum	100.0	104.5	108.8	115.7	122.6	132.0	141.3	149.5	163.9	167.4
Stratum 4—(enrollment 25,000-49,999)										
Number of reporting systems*	198	242	266	300	289	303	324	307	318	316
Mean scheduled salary for:										
Bachelor's degree —Minimum	100.0	105.3	108.4	112.6	117.6	127.0	136.9	147.2	158.1	163.3
—Maximum	100.0	105.1	108.2	111.6	117.2	126.1	135.4	144.7	156.8	161.3
Master's degree** —Minimum	100.0	105.8	108.4	113.4	118.7	129.0	139.9	151.7	163.2	168.2
—Maximum	100.0	105.8	109.7	114.3	120.6	130.6	142.1	153.6	166.6	171.9
Six years (M.A.+30) —Minimum	100.0	107.5	108.3	111.3	116.5	124.9	135.6	146.6	156.8	161.1
—Maximum	100.0	106.0	110.9	115.9	120.2	127.8	138.5	149.0	159.2	164.2
Doctor's degree*** —Minimum	100.0	106.3	105.1	111.0	116.4	127.3	139.7	152.0	163.6	168.0
—Maximum	100.0	103.9	108.1	114.4	119.5	131.0	143.0	155.1	166.8	171.9
Stratum 5—(enrollment 6,000-11,999)										
Number of reporting systems*	232	540	656	621	659	609	707	664	675	683
Mean scheduled salary for:										
Bachelor's degree —Minimum	100.0	107.1	110.6	115.9	120.9	129.4	139.4	149.7	160.7	165.6
—Maximum	100.0	106.7	109.7	115.4	120.3	128.8	137.7	147.1	158.2	162.9
Master's degree** —Minimum	100.0	107.2	110.2	116.2	121.4	130.5	141.6	152.4	164.1	169.3
—Maximum	100.0	108.0	110.9	118.0	123.5	133.0	143.5	153.8	166.7	171.4
Six years (M.A.+30) —Minimum	100.0	106.3	107.4	111.4	115.6	123.3	134.4	143.8	155.4	159.9
—Maximum	100.0	104.8	108.3	113.5	118.5	125.3	136.4	144.4	156.7	160.2
Doctor's degree*** —Minimum	100.0	105.8	105.9	112.1	117.4	126.7	137.1	148.4	160.2	164.4
—Maximum	100.0	105.3	108.7	115.4	121.2	130.5	140.3	150.8	162.4	166.5
Total, Strata 1-5 (enrollment 6,000 or more)										
Number of reporting systems*	557	918	1,063	1,071	1,104	1,080	1,199	1,142	1,176	1,179
Mean scheduled salary for:										
Bachelor's degree —Minimum	100.0	105.4	108.7	113.7	118.8	127.5	137.2	147.4	158.2	163.0
—Maximum	100.0	104.9	108.0	113.0	118.1	126.6	135.2	144.4	155.8	160.3
Master's degree** —Minimum	100.0	105.7	108.7	114.3	119.7	129.1	139.9	150.8	162.4	167.5
—Maximum	100.0	106.1	109.5	115.8	121.6	131.1	141.5	151.9	164.9	169.7
Six years (M.A.+30) —Minimum	100.0	106.4	107.4	111.1	115.8	124.0	134.7	144.5	155.7	160.1
—Maximum	100.0	105.0	109.0	114.0	119.1	126.3	135.9	145.7	157.5	161.6
Doctor's degree*** —Minimum	100.0	105.7	105.6	111.8	117.2	127.0	137.9	149.0	160.8	165.1

Column 13 gives answers to the question of how many salary steps are credited to newly appointed teachers for previous teaching experience elsewhere. If credited experience differs by preparation level, the bachelor's degree classification is used.

Schedule Derived as an Index to a Base of Reference (col. 14)

If the schedule is derived as an index or ratio to a base of reference on the schedule, this is indicated in column 14. In most index schedules the base is the scheduled minimum for the bachelor's degree, although a number of other methods of derivation are used. If further explanation is necessary, it is indicated with a footnote listed in column 16.

Number of Teachers (col. 15)

The questionnaire asked for the number of full-time teachers as of about October 1, 1970. To be included were all persons devoting one-half time or more to classroom teaching in elementary or secondary schools.

Footnotes (col. 16)

Explanatory footnotes appear at the end of the system-by-system listing, and the applicable footnote numbers are shown in column 16. Footnotes are concerned largely with the effective date of the schedule, an explanation of tenure increments, merit provisions, and the like.

Summary Tables

The summary Tables 2 through 8 and 10 through 22 were compiled from the detailed information shown in the

individual listings of systems with enrollments of 6,000. Summary data for the selected suburban systems included in the report are shown in Table 9.

Table 3 gives mean scheduled salaries for reporting systems in each of the five enrollment strata; Table 4 gives median scheduled salaries for the same districts.

Table 5 shows minimum and maximum salaries for all reporting systems in Strata 1 through 5 classified on a regional basis.

Table 6 (6A through 6D) gives distributions, means and medians of the scheduled minimum and maximum salaries for the bachelor's degree, the master's degree, six years of preparation, and the doctor's degree.

Table 7 compares mean scheduled salaries for each enrollment group above 6,000 (Strata 1-5) for the school years 1962-63 to 1971-72.

Table 8 shows the number and percent of reporting systems in Strata 1-5 which schedule salary classes for teachers who do not possess a bachelor's degree or four years of college preparation. Mean minimum and maximum salaries scheduled for nondegree teachers are also shown.

Table 9 presents the mean and median salaries by preparation level for the selected group of suburban systems. It also gives the ranges of low and high salaries scheduled by this group of systems for each of the four preparation levels shown.

Table 10 (10A and 10B) is a tabulation of differentials given in recognition of the master's degree as compared with the bachelor's degree, and of a sixth year of preparation compared with the master's degree or fifth year of preparation for reporting systems in Strata 1-5.

Tables 11 and 12 show the NUMBER of annual increments and the average DOLLAR AMOUNTS, respectively,

TABLE 8.--SALARIES SCHEDULED FOR TEACHERS WITH LESS THAN A BACHELOR'S DEGREE

	ENROLLMENT STRATUM OF REPORTING SYSTEMS						
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999	TOTAL, 1 THRU 5
TOTAL NUMBER OF SYSTEMS REPORTING	27	54	99	180	316	683	1,179
NUMBER REPORTING SALARY CLASSIFICATIONS BELOW THE BACHELOR'S DEGREE	5	14	27	46	109	245	400
PERCENT OF TOTAL	18.5	25.9	27.3	25.6	34.5	35.9	33.9
SALARIES SCHEDULED FOR TEACHERS WITH LESS THAN A BACHELOR'S DEGREE							
MINIMUM SALARY SCHEDULED							
MEAN	\$ 5,956	\$ 5,293	\$ 5,795	\$ 5,660	\$ 5,517	\$ 5,210	\$ 5,345
MEDIAN	5,530	5,382	5,900	5,716	5,460	4,976	5,205
RANGE LOW	4,500	3,150	3,200	3,150	2,050	1,800	1,800
HIGH	8,100	7,600	7,596	8,100	9,000	8,360	9,000
MAXIMUM SALARY SCHEDULED							
MEAN	9,298	7,475	8,468	8,256	7,940	7,457	7,679
MEDIAN	8,200	7,567	8,548	8,054	7,580	6,906	7,200
RANGE LOW	6,691	4,550	4,450	4,450	3,840	3,110	3,110
HIGH	12,800	10,455	12,550	12,800	13,760	13,780	13,780

TABLE 9.--SCHEDULED SALARIES FOR CLASSROOM TEACHERS IN
SELECTED SUBURBAN SYSTEMS, 1971-72
BY PREPARATION LEVEL

PREPARATION LEVEL	NUMBER OF REPORTING SYSTEMS	MEAN SCHEDULED SALARY	MEDIAN SCHEDULED SALARY	RANGE	
				LOW	HIGH
BACHELOR'S DEGREE (OR 4 YEARS OF COLLEGE)	169				
MINIMUM		\$ 7,837	\$ 7,975	\$ 6,250	\$ 9,000
MAXIMUM		12,140	12,200	8,268	15,938
MASTER'S DEGREE (OR 5 YEARS OF COLLEGE)	169				
MINIMUM		8,774	8,915	7,208	10,600
MAXIMUM		14,674	14,825	9,234	18,615
SIX YEARS OF COLLEGE	161				
MINIMUM		9,457	9,550	7,508	11,511
MAXIMUM		15,894	16,015	9,534	19,635
DOCTOR'S DEGREE (OR 7 YEARS) .	97				
MINIMUM		10,372	10,250	7,920	13,650
MAXIMUM		17,201	17,250	12,750	20,950

for the major preparation levels—bachelor's degree, master's degree, six years, and the doctorate.

Table 13 gives a distribution of the number of increments between minimum and maximum scheduled salaries for the master's degree preparation class. This distribution is shown only for the master's degree level because it is thought to be of greater significance than the bachelor's degree class since some certification laws and procedures limit the number of increments at the bachelor's degree level.

Table 14 gives a distribution of the highest step of the schedule upon which a newly appointed, experienced teacher may enter the system. These data are tabulated only for the bachelor's degree level, but in most cases the same placement regulation applies to all salary classifications.

The number of days on duty, exclusive of paid vacations and holidays, is shown in Table 15. Table 16 shows a distribution of reporting systems according to the highest preparation level recognized for salary purposes.

Table 17 shows a distribution of reporting systems between those having salary schedules for teachers derived on an index or ratio basis and those derived otherwise.

Table 18 distributes reporting systems between those whose salary schedules provide for long-service increments beyond the regularly scheduled maximums and those which do not make such provisions, together with a distribution on the basis of the number of years required before such provisions begin.

Table 19 shows a distribution of schedules from reporting systems which grant additional increments for merit or superior service, and the basis on which such increments are granted.

Table 20 summarizes the salary provisions found in the schedules from reporting systems in all strata queried concerning a salary differential for the sixth year of training, or for the earned doctor's degree or 7 years of college preparation. Some schedules provide salary recognition for a master's degree in the teacher's subject field and some recognize the Education Specialist degree. The number of schedules which have such provisions are too few to justify compilation of a summary tabulation.

Table 21 is made up of two parts. The first part shows the number of full-year preparation levels beyond the bachelor's degree for which salary classes are established; the second part is a tabulation of the number of intermediate preparation levels recognized, that is, those which require less than a full academic year of preparation.

Table 22 is also in two parts. The first part shows the percent of reporting systems which reported salary differentials for men teachers, heads of families, etc. It is presented primarily to show that the practice has all but disappeared. The second part shows the percent of reporting systems with enrollments of 6,000 or more which indicated that teachers are required periodically to submit evidence of professional growth. Less than one-third of the 1,179 systems which stated that such evidence is required.

TABLE 10A.--DISTRIBUTION OF DOLLAR DIFFERENTIALS BETWEEN TEACHER PREPARATION LEVELS, SCHEDULED SALARIES FOR 1971-72

SALARY DIFFERENTIAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MINIMUM SALARY FOR MASTER'S DEGREE AND MINIMUM SALARY FOR BACHELOR'S DEGREE AT STEP 1						
LESS THAN \$200 .....	...	3.7	...	1.1	...	.8
200- 299 .....	...	3.7	...	2.2	4.8	4.0
300- 399	11.1	5.6	2.0	4.4	2.5	3.4
400- 499	7.4	7.4	4.0	5.6	5.0	4.8
500- 599	11.1	14.8	8.1	10.6	12.7	11.1
600- 699	18.5	14.8	19.2	17.8	21.1	21.8
700- 799	18.5	13.0	15.2	15.0	13.6	13.7
800- 899	14.8	14.8	15.2	15.0	10.2	11.0
900- 999	11.1	9.3	12.1	11.1	7.5	7.7
1,000- 1,099 .....	...	7.4	5.1	5.0	7.5	6.7
1,100- 1,199 .....	...	...	5.1	2.8	3.7	3.5
1,200- 1,299 .....	...	3.7	3.0	2.8	3.4	3.2
1,300 OR MORE	7.4	1.9	9.1	6.7	7.6	8.3
TOTAL	99.9	100.1	100.1	100.1	100.0	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	683	1,179
MEAN DOLLAR DIFFERENTIAL	\$ 712	\$ 692	\$ 823	\$ 767	\$ 770	\$ 776
MEDIAN DOLLAR DIFFERENTIAL ...	700	680	780	729	700	700
RANGE	300	100	200	100	118	0
LOW	1,520	1,600	1,713	1,713	2,026	2,153
HIGH						

PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MAXIMUM SALARY FOR MASTER'S DEGREE AND MAXIMUM SALARY FOR BACHELOR'S DEGREE AT STEP 1						
LESS THAN \$500 .....	...	...	...	...	2.8	2.0
500- 599 .....	...	3.7	3.0	2.8	2.8	2.1
600- 699	11.1	5.6	2.0	4.4	3.4	3.3
700- 799	11.1	7.4	5.1	6.7	3.8	3.9
800- 899	11.1	5.6	8.1	7.8	11.3	10.5
900- 999	7.4	11.1	10.1	10.0	7.2	7.7
1,000- 1,099	3.7	9.3	...	3.3	8.7	7.1
1,100- 1,199	3.7	7.4	3.0	4.4	5.1	4.9
1,200- 1,399	11.1	11.1	7.1	8.9	8.4	8.7
1,400- 1,599	7.4	5.6	15.2	11.1	5.6	7.2
1,600- 1,799	3.7	7.4	7.1	6.7	5.1	5.4
1,800- 1,999	11.1	3.7	7.1	6.7	6.2	5.9
2,000 OR MORE	18.5	22.2	32.3	27.2	29.8	31.1
TOTAL	99.9	100.1	100.1	100.0	100.2	99.8
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	682	1,177
MEAN DOLLAR DIFFERENTIAL	\$ 1,486	\$ 1,490	\$ 1,707	\$ 1,609	\$ 1,644	\$ 1,571
MEDIAN DOLLAR DIFFERENTIAL ...	1,240	1,206	1,535	1,400	1,275	1,390
RANGE	600	511	500	500	200	200
LOW	5,101	4,778	3,925	5,101	5,470	5,470
HIGH						

TABLE 10B.---DISTRIBUTION OF DOLLAR DIFFERENTIALS BETWEEN TEACHER PREPARATION LEVELS, SCHEDULED SALARIES FOR 1971-72

SALARY DIFFERENTIAL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MINIMUM SALARY FOR SIX YEARS OF PREPARATION AND MINIMUM FOR MASTER'S DEGREE AT STEP 1						
NO DIFFERENTIAL	12.0	10.9	12.9	12.2	10.8	11.5
LESS THAN \$200	4.0	6.5	1.2	3.2	2.6	2.1
200- 299 .....	...	15.2	3.5	6.4	6.0	5.5
300- 399	20.0	10.9	11.8	12.8	6.3	8.4
400- 499	8.0	10.9	12.9	11.5	13.4	11.9
500- 599	16.0	15.2	12.9	14.1	14.9	14.8
600- 699	4.0	10.9	9.4	9.0	11.9	14.4
700- 799	16.0	4.3	8.2	8.3	14.2	10.9
800- 899	4.0	10.9	12.9	10.9	7.1	8.2
900- 999	8.0	2.2	3.5	3.8	5.6	4.7
1,000- 1,099	4.0	2.2	4.7	3.8	3.0	3.6
1,100- 1,199 .....	...	...	4.7	2.6	1.5	1.7
1,200 OR MORE	4.0	...	1.2	1.3	2.6	2.2
TOTAL	100.0	100.1	99.8	99.9	99.9	99.9
NUMBER OF SYSTEMS REPORTING ...						
MEAN DOLLAR DIFFERENTIAL	\$ 541	\$ 438	\$ 553	\$ 517	\$ 554	\$ 545
MEOIAN DOLLAR DIFFERENTIAL ...	500	433	548	509	539	542
RANGE LOW	0	0	0	0	0	0
HIGH	1,500	1,000	1,449	1,500	1,800	1,972

PERCENTAGE DISTRIBUTION OF DIFFERENTIALS BETWEEN MAXIMUM SALARY FOR SIX YEARS OF PREPARATION AND MAXIMUM FOR MASTER'S DEGREE AT STEP 1						
LESS THAN \$300	4.0	13.0	4.7	7.1	4.9	5.1
300- 399	12.0	6.5	8.2	8.3	4.9	5.5
400- 499	4.0	6.5	9.4	7.7	6.4	7.1
500- 599	12.0	8.7	3.5	6.4	7.5	8.6
600- 699	16.0	6.5	3.5	6.4	8.2	8.8
700- 799	16.0	13.0	12.9	13.5	9.7	10.9
800- 899	12.0	8.7	4.7	7.1	4.1	5.6
900- 999	12.0	2.2	5.9	5.8	9.4	7.8
1,000- 1,099 .....	...	10.9	4.7	5.8	7.4	6.4
1,100- 1,199	4.0	2.2	7.1	5.1	5.6	6.6
1,200- 1,299	4.0	...	8.2	5.1	5.2	5.6
1,300- 1,399 .....	...	2.2	4.7	3.2	3.0	3.3
1,400 OR MORE	4.0	19.6	22.4	18.6	24.3	18.8
TOTAL	100.0	100.0	99.9	100.1	99.9	100.1
NUMBER OF SYSTEMS REPORTING ...						
MEAN DOLLAR DIFFERENTIAL	\$ 711	\$ 942	\$ 1,047	\$ 962	\$ 1,031	\$ 970
MEDIAN DOLLAR DIFFERENTIAL ...	700	713	960	800	920	870
RANGE LOW	260	200	200	200	132	0
HIGH	1,500	2,880	2,795	2,880	2,999	3,687

TABLE 11.--MEAN AND MEDIAN NUMBER OF INCREMENTS IN 1971-72 SALARY SCHEDULES,
BY TEACHER PREPARATION LEVEL

TEACHER PREPARATION LEVEL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999		5-- 6,000- 11,999
BACHELOR'S DEGREE						
MEAN NUMBER OF INCREMENTS .	12	11	11	11	11	11
MEDIAN NUMBER OF INCREMENTS	12	12	11	11	11	11
RANGE						
LOW	6	4	5	4	3	2
HIGH	15	18	22	22	18	25
MASTER'S DEGREE						
MEAN NUMBER OF INCREMENTS .	13	12	12	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	12	12	12	13	13
RANGE						
LOW	8	7	6	6	6	3
HIGH	18	19	22	22	19	25
SIX YEARS OF COLLEGE						
MEAN NUMBER OF INCREMENTS .	13	13	13	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	13	13	13	13	13
RANGE						
LOW	8	8	7	7	6	3
HIGH	18	20	22	22	21	25
DOCTOR'S DEGREE (OR 7 YEARS)						
MEAN NUMBER OF INCREMENTS .	13	13	13	13	13	13
MEDIAN NUMBER OF INCREMENTS	13	13	13	13	13	13
RANGE						
LOW	8	7	7	7	6	6
HIGH	19	21	22	22	22	25

TABLE 12.--MEAN AND MEDIAN AMOUNT OF INCREMENTS IN 1971-72 SALARY SCHEDULES,
BY TEACHER PREPARATION LEVEL

TEACHER PREPARATION LEVEL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
BACHELOR'S DEGREE						
MEAN AMOUNT	\$ 359	\$ 310	\$ 313	\$ 319	\$ 295	\$ 303
MEDIAN AMOUNT	350	299	300	312	300	309
RANGE LOW	200	110	96	96	60	60
HIGH	548	662	644	662	731	731
MASTER'S DEGREE						
MEAN AMOUNT	387	342	346	351	329	338
MEDIAN AMOUNT	360	325	348	348	346	350
RANGE LOW	213	110	104	104	50	50
HIGH	635	688	811	811	844	844
SIX YEARS						
MEAN AMOUNT	405	371	384	383	368	375
MEDIAN AMOUNT	398	364	368	370	379	380
RANGE LOW	207	153	170	153	59	59
HIGH	622	712	811	811	844	844
DOCTOR'S DEGREE (OR 7 YEARS)						
MEAN AMOUNT	396	363	373	374	363	370
MEDIAN AMOUNT	360	355	359	359	370	369
RANGE LOW	207	133	184	133	75	75
HIGH	662	738	698	738	860	860

TABLE 13.--NUMBER OF INCREMENTS BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES, 1971-72,
MASTER'S DEGREE TEACHER PREPARATION LEVEL
PERCENTAGE DISTRIBUTION

NUMBER OF INCREMENTS	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
FEWER THAN 7 INCREMENTS	2.0	1.1	1.3	2.0
7 INCREMENTS	...	3.8	2.0	2.2	.3	1.0
8 INCREMENTS	...	3.8	2.0	2.8	1.9	1.4
9 INCREMENTS	...	1.9	4.0	2.8	3.8	4.1
10 INCREMENTS	...	17.0	10.1	11.7	9.5	9.9
11 INCREMENTS	...	11.3	21.2	16.2	16.2	15.2
12 INCREMENTS	...	15.1	12.1	14.5	15.6	14.0
13 INCREMENTS	...	11.3	12.1	12.8	18.7	17.0
14 INCREMENTS	...	18.9	10.1	13.4	13.7	14.1
15 INCREMENTS	...	11.3	13.1	13.4	9.2	11.8
16 INCREMENTS	...	1.9	5.1	3.4	6.0	5.1
17 INCREMENTS	2.0	1.7	1.0	1.4
18 INCREMENTS	...	1.9	2.0	2.2	2.2	1.8
19 INCREMENTS	...	1.9	1.0	1.1	.6	.8
20 INCREMENTS1
21 INCREMENTS1
22 OR MORE	1.0	.6	...	.3
TOTAL	99.9	100.1	99.8	99.9	100.0	100.1
TOTAL NUMBER OF REPORTING SYSTEMS	27	53	99	179	315	1,177
MEDIAN NUMBER OF INCREMENTS	13	12	12	12	13	13
MEAN NUMBER OF INCREMENTS	13	12	12	13	13	13

TABLE 14.--HIGHEST STEP PLACEMENT FOR NEW TEACHERS WITH EXPERIENCE, 1971-72
BACHELOR'S DEGREE PREPARATION LEVEL
PERCENTAGE DISTRIBUTION

STEP PLACEMENT (BACHELOR'S DEGREE PREPARATION CLASS)	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
BELOW STEP 5						
STEP 5	3.7	3.7	...	1.7	1.5	1.3
STEP 6	3.7	5.6	7.1	6.1	5.0	5.1
STEP 7	25.9	11.1	26.3	21.7	10.4	12.7
STEP 8	7.4	13.0	6.1	8.3	8.6	9.8
STEP 9	7.4	9.3	3.0	5.6	4.4	4.3
STEP 10	7.4	3.7	4.0	4.4	4.5	4.3
STEP 11 OR HIGHER BUT NOT TO MAXIMUM OF PREPARATION CLASS	11.1	7.4	5.1	6.7	4.7	4.7
FULL CREDIT TO MAXIMUM OF PREPARATION CLASS	22.2	42.6	37.4	36.7	54.5	50.7
TOTAL	99.9	100.1	100.1	100.1	100.0	99.9
NUMBER OF REPORTING SYSTEMS ...	27	54	99	180	683	1,179

TABLE 15.--NUMBER OF DAYS ON DUTY FOR CLASSROOM TEACHERS, 1971-72
PERCENTAGE DISTRIBUTION

NUMBER OF DAYS ON DUTY	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
FEWER THAN 180 .....	...	13.0	12.1	10.6	8.9	9.0
180-184	22.2	33.3	42.4	36.7	41.6	41.2
185-189	22.2	25.9	19.2	21.7	31.0	28.8
190-194	33.3	16.7	22.2	22.2	14.3	15.9
195-199	22.2	9.3	4.0	8.3	2.0	3.3
200 OR MORE DAYS .....	...	1.9	...	.6	2.0	1.9
TOTAL	99.9	100.1	99.9	100.1	99.8	100.1
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	683	1,179

TABLE 16.--PERCENTAGE DISTRIBUTION OF 1971-72 SCHEDULES FOR CLASSROOM TEACHERS
BY HIGHEST PREPARATION LEVEL RECOGNIZED

HIGHEST TEACHER PREPARATION RECOGNIZED IN SCHEDULE	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999
MASTER'S DEGREE .....	...	3.7	7.1	5.0	5.7	11.4
MORE THAN 5 YEARS BUT LESS THAN 6 .....	...	...	1.0	.6	3.5	4.2
SIX YEARS	11.1	16.7	14.1	14.4	31.0	28.8
MORE THAN 6 YEARS BUT LESS THAN SEVEN YEARS .....	...	1.9	4.0	2.8	6.6	6.1
SEVEN YEARS	7.4	...	6.1	4.4	3.2	4.8
EARNED DOCTOR'S DEGREE	81.5	77.8	67.7	72.8	50.0	44.5
EDUCATIONAL SPECIALIST .....	...	...	...	...	...	...
TOTAL	100.0	100.1	100.0	100.0	100.0	99.8
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683
						1,179

TABLE 17.--PERCENT OF 1971-72 SALARY SCHEDULES FOR CLASSROOM TEACHERS
DERIVED FROM AN INDEX OR RATIO BASIS

SCHEDULES DERIVED FROM AN INDEX OR RATIO	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999
NO	85.2	90.7	77.8	82.8	71.5	80.2
YES	14.8	9.3	22.2	17.2	28.5	19.8
B.A. MIN. = 1.00	14.8	9.3	21.2	16.7	27.2	19.3
MIN. EACH CLASS = 1.00 ...	...	...	...	...	.3	.1
M.A. MIN. = 1.00 .....	...	...	1.0	.6	.3	.1
M.A. MAX. = 1.00 .....	...	...	...	...	.3	...
OTHER .....	...	...	...	...	.3	.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	683
						1,179

TABLE 18.--PROVISIONS FOR LONG SERVICE INCREMENTS BEYOND REGULARLY SCHEDULED MAXIMUMS,
SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72

ITEM	PERCENTAGE DISTRIBUTION						TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999		
LONG-SERVICE INCREMENTS PROVIDED BEYOND REGU- LARLY SCHEDULED MAXI- MUMS							
NO	51.9	68.5	73.7	68.9	71.5	76.4	74.0
YES	48.1	31.5	26.3	31.1	28.5	23.6	26.0
INCREMENTS START BEFORE 20 YEARS	22.2	13.0	13.1	14.4	18.7	16.5	16.8
INCREMENTS START BETWEEN 20 AND 24 YEARS	22.2	11.1	12.1	13.3	8.2	5.9	7.6
INCREMENTS START BETWEEN 25 AND 29 YEARS .....	...	7.4	1.0	2.8	1.6	.9	1.4
INCREMENTS START BETWEEN 30 AND 34 YEARS	3.7	...	...	.6	...	.3	.3
INCREMENTS START AFTER 34 YEARS .....	...	...	...	...	...	...	...
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683	1,179

TABLE 19.--PROVISIONS FOR ADDITIONAL COMPENSATION FOR SUPERIOR SERVICE,
SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72
PERCENTAGE DISTRIBUTION

ITEM	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	TOTAL, 1,2, AND 3	4-- 12,000- 24,999	5-- 6,000- 11,999
SCHEDULED MAXIMUMS MAY BE EXCEEDED FOR MERI- TORIOUS SERVICE						
NO	100.0	98.1	93.9	96.1	93.0	90.6
YES .....	...	1.9	6.1	3.9	7.0	9.4
BY BOARD ACTION-- DETAILS USUALLY NOT STATED .....	...	1.9	3.0	2.2	4.1	6.0
BY ACCELERATION BUT NOT TO EXCEED REGULAR MAXIMUM .....	...	...	1.0	.6	.6	1.2
BY STATED DOLLAR AMOUNTS .....	...	...	2.0	1.1	2.2	2.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS REPORTING ...	27	54	99	180	316	683

TABLE 20.---SALARY PROVISIONS FOR ADVANCED COLLEGE TRAINING AND TENURE,
SALARY SCHEDULES FOR CLASSROOM TEACHERS, 1971-72
PERCENTAGE DISTRIBUTION

PROVISION	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
1. SALARY CLASS RECOGNIZED FOR SIX YEARS OF COLLEGE (M.A. PLUS 30 HRS OR B.A. PLUS 60 HRS)						
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	1,179
NO	7.4	16.7	14.1	13.9	16.8	20.0
YES	92.6	83.3	85.9	86.1	83.2	80.0
RECOGNIZED AT STEP 1 ..	88.9	75.9	73.7	76.7	72.8	70.9
RECOGNIZED AT STEPS 2 OR 3	3.7	...	3.0	2.2	2.2	1.6
RECOGNIZED AT STEPS 4 OR 5 .....	...	5.6	5.1	4.4	6.0	4.8
RECOGNIZED AT STEP 6 OR HIGHER .....	...	1.9	4.0	2.8	2.2	2.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
2. SALARY CLASS RECOGNIZED FOR DOCTOR'S DEGREE OR 7 YEARS OF COLLEGE PREPARA- TION						
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	1,179
NO	14.8	22.2	29.3	25.0	47.8	46.8
YES	85.2	77.8	70.7	75.0	52.2	53.2
RECOGNIZED AT STEP 1 ..	85.2	70.4	60.6	67.2	47.5	47.6
RECOGNIZED AT STEPS 2 OR 3 .....	...	...	1.0	.6	.3	.3
RECOGNIZED AT STEPS 4 OR 5 .....	...	3.7	3.0	2.8	2.2	3.0
RECOGNIZED AT STEP 6 OR HIGHER .....	...	3.7	6.1	4.4	2.2	2.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 21.---SALARY CLASSES FOR LEVELS OF PREPARATION BEYOND THE BACHELOR'S DEGREE,
1971-72 SALARY SCHEDULES FOR CLASSROOM TEACHERS
NUMBER OF CLASSES

PREPARATION LEVEL	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
RECOGNITION OF FULL-YEAR ADVANCED PREPARATION LEVELS BEYOND THE BACHELOR'S DEGREE						
M.A. (OR 5 YEARS) ONLY ....	...	4	8	12	110	153
M.A. (OR 5 YEARS) AND SIX YEARS	3	9	21	33	119	394
M.A. (OR 5 YEARS) AND DOCTOR'S DEGREE (OR 7 YEARS)	2	5	6	13	49	83
M.A. (OR 5 YEARS) SIX YEARS AND DOCTOR'S DEGREE OR 7 YEARS	21	29	54	104	241	469
M.A., SIX YEARS, 7 YEARS AND DOCTOR'S DEGREE	1	7	10	18	41	80
NUMBER OF SYSTEMS REPORTING	27	54	99	180	683	1,179
RECOGNITION OF INTERMEDIATE LEVELS (REQUIRING LESS THAN FULL ACADEMIC YEAR) BEYOND THE BACHELOR'S DEGREE						
NONE RECOGNIZED	16	29	44	89	119	501
BETWEEN B.A. (OR 4 YEARS) AND M.A. (OR 5 YEARS) ..	8	25	51	84	185	631
BETWEEN M.A. (OR 5 YEARS) AND 6 YEARS	6	16	46	68	160	555
BETWEEN SIX YEARS AND DOCTOR'S DEGREE (OR 7 YEARS)	3	5	17	25	53	204
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	683	1,179

TABLE 22.--SELECTED ADMINISTRATIVE PROVISIONS IN 1971-72 SALARY SCHEDULES
PERCENTAGE DISTRIBUTION

	ENROLLMENT STRATUM					TOTAL, 1 THRU 5
	1-- 100,000 OR MORE	2-- 50,000- 99,999	3-- 25,000- 49,999	4-- 12,000- 24,999	5-- 6,000- 11,999	
1. ADDITIONAL COMPENSATION PROVIDED FOR MEN TEACHERS OR 'HEAD OF FAMILY'						
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	1,179
NO	100.0	100.0	100.0	100.0	99.7	99.7
YES .....	...	...	...	...	.3	.3
FOR ALL MEN TEACHERS ...	...	...	...	...	...	...
HEAD OF FAMILY						
FOR MEN TEACHERS ONLY ..	...	...	...	...	...	...
FOR MEN OR WOMEN TEACHERS .....	...	...	...	...	.3	.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
2. TEACHERS REQUIRED PERIOD- ICALLY TO SUBMIT EVIDENCE OF PROFESSIONAL GROWTH						
NUMBER OF SYSTEMS REPORTING ..	27	54	99	180	316	1,179
YES	44.4	22.2	29.3	29.4	28.2	29.4
NO	55.6	77.8	70.7	70.6	71.8	70.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ALABAMA							
1	ANNISTON (7,074)	\$5,915	\$ 7,015	\$6,670	\$ 7,900	\$ 6,870	\$ 8,100
2	BALOWIN CO., BAY MINETTE (14,505)	6,462	7,062	7,355	8,155	...	...
3	BESSEMER (7,602)	6,300	8,220	7,000	9,240	7,300	9,860
4	BIRMINGHAM (65,000)	6,444	8,352	7,362	9,333	7,677	9,666
5	CALHOUN CO. (EXCL. ANNISTON) (10,584)	6,150	6,762	7,200	7,809	...	...
6	CULLMAN CO. (EXCL. CULLMAN) (8,816)	6,204	6,648	7,296	7,740	7,692	8,136
7	DECATUR (9,380)	6,575	7,585 7,705(20 YRS)	7,520	8,630 8,750(20 YRS)	7,940	9,050 9,170(20 YRS)
8	DE KALB CO. (EXCL. FT. PAYNE) (8,311)	6,086	6,625	7,166	7,685	8,045	...
9	DOTHAN (8,266)	6,430	7,390	7,880	8,480	...	...
10	ELMORE CO., WETUMPKA (7,109)	6,323	6,623	7,382	7,682	7,382	7,982
11	FLORENCE (7,739)	6,564	7,488	7,624	8,579	...	...
12	GADSDEN (11,447)	6,120	7,120	6,934	8,134	...	...
13	HUNTSVILLE (36,569)	6,572	9,032	7,394	9,854	...	...
14	JACKSON CO. (EXCL. SCOTTSBORO) (6,795)	6,068	6,623	7,127	7,682	...	...
15	JEFFERSON CO (EXCL. BIRMINGHAM) (60,523)	6,218	8,083	7,171	9,079	7,411	9,304
16	LAUDERDALE CO. (EXCL. FLORENCE) (8,526)	5,980	6,596	7,008	7,625	7,208	7,825
17	LAWRENCE CO., MOULTON (7,089)	6,072	6,623	7,190	7,682	7,990	8,482
18	MADISON CO., (EXCL. HUNTSVILLE) (10,958)	6,570	7,680	7,526	8,676	7,526 8,426(4)	9,176
19	MARSHALL CO., GUNTERSVILLE (8,773)	5,996	6,649	7,084	7,736	7,214	7,866
20	MOBILE (69,254)	6,210	7,640 7,860(16 YRS)	6,964	8,394 8,614(16 YRS)	...	...
21	MONTGOMERY CO. (38,588)	6,600	7,176 7,560(24 YRS)	7,452	8,076 8,556(24 YRS)	...	...
22	MORGAN CO. (EXCL. DECATUR) (8,945)	6,129	6,718	7,192	7,791	...	...
23	PHENIX CITY (6,221)	6,324	6,864	7,248	7,908	7,524	8,184
24	SELMA (6,410)	6,350	7,150	7,150	8,150	7,350	8,350
25	TALLAPOOSA CO. (EXCL. TALLAPOOSA) (9,300)	6,170	6,770	7,137	7,777	7,237	7,877
26	TUSCALOOSA (12,736)	6,000	7,020	6,800	8,160	7,100	8,460
27	WALKER CO. (EXCL. JASPER) (10,431)	5,781	6,623	6,808	7,682	...	...
ALASKA							
28	ANCHORAGE (31,880)	10,350	13,248	11,799	16,146	13,248	18,941
29	FAIRBANKS (8,575)	10,500	13,440 14,240(15 YRS)	11,970	16,905 17,705(15 YRS)	13,440	19,215 20,015(15 YRS)
ARIZONA							
30	AMPHITHEATER, TUCSON (7,620)	6,900	11,258	7,540	13,790	8,040	14,290
31	CARTWRIGHT (ELEM.) (11,238)	6,100	9,394	6,832	12,214	7,198	13,358
32	FLAGSTAFF (8,074)	6,650	9,643	7,315	11,039	7,980	13,300
33	GLENDALE (H.S.) (11,160)	7,282	11,040	7,400	13,749	8,584	14,415

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM				MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOULE DERIVED AS INOEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16	17		18	19
\$ 8,100	6 YRS	6 \$183	7 \$176	7 \$176	FULL CREDIT	NO	280					1
\$ 8,155	M.A.	6 \$100	6 \$100	...	...	FULL CREDIT	NO	558				2
\$ 9,860	6 YRS	16 \$120	16 \$140	16 \$160	STEP 5	NO	357					3
\$ 9,999	DOC.	11 \$173	11 \$179	11 \$181	FULL CREDIT	NO	2,600	4				4
\$ 7,809	M.A.	9 \$ 68	9 \$ 68	...	...	STEP 7	NO	460				5
\$ 8,136	6 YRS	4 \$111	4 \$111	4 \$111	FULL CREDIT	NO	356	3				6
\$ 8,990	6 YRS	11 \$ 92	11 \$101	11 \$101	FULL CREDIT	NO	452					7
\$ 8,045	6 YRS	5 \$108	5 \$ 72	...	...	FULL CREDIT	NO	349	3			8
\$ 8,480	M.A.	12 \$ 80	12 \$ 50	...	...	FULL CREDIT	NO	350	3			9
\$ 7,982	6 YRS	5 \$ 60	5 \$ 60	5 \$120	FULL CREDIT	NO	231	3				10
\$ 8,579	M.A.	6 \$154	6 \$159	...	...	FULL CREDIT	NO	329				11
\$ 8,134	6 YRS	10 \$100	11 \$109	...	...	STEP 6	NO	485	3			12
\$ 9,854	M.A.	12 \$205	12 \$205	...	...	STEP 11	NO	1,437	3			13
\$ 7,682	M.A.	5 \$111	5 \$111	...	...	STEP 6	NO	255				14
\$ 9,656	DOC.	10 \$187	10 \$191	10 \$189	FULL CREDIT	NO	2,275	3				15
\$ 7,825	6 YRS	5 \$123	5 \$123	5 \$123	STEP 5	NO	381	3				16
\$ 8,482	6 YRS	3 \$184	3 \$164	3 \$164	STEP 5	NO	301	3				17
\$ 9,176	6 YRS	8 \$126	8 \$144	8 \$206	STEP 8	NO	508	3				18
\$ 7,866	6 YRS	4 \$163	4 \$163	4 \$163	FULL CREDIT	NO	353	3				19
\$ 8,394	M.A.	13 \$110	13 \$110	...	...	STEP 9	NO	2,599				20
\$ 8,556	M.A.	6 \$ 96	6 \$104	...	...	STEP 5	NO	1,511	3			21
\$ 7,791	M.A.	6 \$ 98	6 \$100	...	...	FULL CREDIT	NO	435	3			22
\$ 8,184	6 YRS	9 \$ 60	11 \$ 60	11 \$ 60	STEP 7	NO	238	3, 4				23
\$ 8,350	6 YRS	8 \$100	10 \$100	10 \$100	STEP 8	NO	273					24
\$ 7,877	6 YRS	8 \$ 75	8 \$ 80	8 \$ 80	FULL CREDIT	NO	365	3				25
\$ 8,460	6 YRS	12 \$ 85	16 \$ 85	16 \$ 85	FULL CREDIT	NO	473	3				26
\$ 7,682	M.A.	7 \$120	7 \$125	...	...	FULL CREDIT	NO	410				27
\$20,700	7 YRS	5 \$580	8 \$543	11 \$518	STEP 5	NO	1,440					28
\$21,000	DOC.	5 \$588	9 \$548	11 \$525	STEP 5	NO	403					29
\$15,150	DOC.	10 \$436	14 \$446	14 \$446	STEP 5	NO	316					30
\$14,060	6 YRS +	9 \$366	13 \$414	14 \$440	STEP 3	B.A. MIN. = 1.00	441					31
\$13,300	6 YRS	9 \$333	10 \$372	11 \$484	STEP 6	NO	428					32
\$14,859	7 YRS	9 \$418	12 \$529	12 \$486	STEP 5	M.A. MIN. = 1.00	489					33

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ARIZONA (CONTINUED)							
34	MADISON DIST. 38, PHOENIX (ELEM) (6,600)	\$6,800	\$ 8,255	\$7,500	\$11,240	\$ 8,100	\$12,900
35	MESA (21,520)	6,875	8,385	7,670	11,125	8,465	13,815
36	PHOENIX DIST. 1 (ELEM.) (11,004)	6,750	9,450	7,358	12,083	7,695	13,264
37	PHOENIX (H.S.) (29,062)	7,102	10,889	7,575	13,730	8,048	14,203
38	ROOSEVELT DIST., PHOENIX (ELEM) (10,408)	6,400	8,704	7,040	11,616	7,680	12,672
39	SCOTTSDALE (28,734)	6,650	9,842	7,182	12,369	7,714	13,699
40	SUNNYSIDE (7,351)	6,900	9,858	7,482	12,472	7,870	13,488
41	TEMPE (ELEM.) (10,400)	6,900	9,971	7,314	12,403	7,920	14,107
42	TUCSON (56,538)	7,100	11,054 11,254(25 YRS)	7,250	13,384 11,584(25 YRS)	7,350	13,914 14,114(25 YRS)
43	WASHINGTON DIST. 6, PHOENIX (ELEM) (19,570)	6,125	8,423	6,753	11,582	7,519	12,787
44	YUMA (ELEM.) (6,397)	6,592	11,438	7,238	12,080	7,607	12,453
ARKANSAS							
45	BLYTHEVILLE (6,532)	6,012	7,200	6,312	7,632	...	...
46	FORREST CITY (6,008)	6,400	7,200	6,700	7,500	...	...
47	FORT SMITH (13,312)	6,050	7,744	6,260	8,702	...	...
48	HOT SPRINGS (6,213)	6,350	7,100	6,750	7,600	6,950	7,900
49	LITTLE ROCK (24,454)	5,800	6,670	6,380	8,468	6,960	9,396
50	NORTH LITTLE ROCK (13,088)	6,120	7,128	6,420	7,428	6,720	7,728
51	SPRINGDALE (6,716)	5,500	7,100	5,800	7,400	...	...
52	TEXARKANA (6,500)	6,250	6,910	6,500	7,340	6,700	7,540
CALIFORNIA							
53	ABC DIST., ARTESIA (18,547)	7,250	9,425	8,773	12,760 13,485(25 YRS)	9,788	14,500 15,225(25 YRS)
54	ACALANES DIST., LAFAYETTE (H.S.) (7,275)	7,535	10,755	8,615	13,215	9,695	15,215
55	ALAMEDA (12,637)	7,204	9,365	8,644	12,606	8,644 10,805(3)	15,127
56	ALHAMBRA (18,036)	7,360	9,500	8,330	11,700	9,300	14,210
57	ALUM ROCK, SAN JOSE (ELEM.) (15,945)	7,598	10,159 11,679(26 YRS)	9,135	13,147 14,667(26 YRS)	9,442 11,468(3)	15,196 16,712(26 YRS)
58	ANAHEIM (ELEM.) (13,174)	7,569	10,222	8,931	13,851	9,461	15,291
59	ANAHEIM (H.S.) (36,655)	7,350	13,694 14,294(24 YRS)	8,872	15,216 15,816(24 YRS)	9,813	16,176 16,776(24 YRS)
60	ANTELOPE VALLEY, LANCASTER (H.S.) (6,968)	7,562	9,240	9,150	14,413	10,208	15,472
61	ARCADIA (10,148)	7,400	10,696	8,027	12,484	8,848	13,761
62	AZUSA (12,727)	7,328	9,965	8,428	12,162	9,528	14,656
63	BAKERSFIELD (ELEM.) (23,258)	6,909	9,727	7,812	... 11,829(MERIT)	8,430	13,170
64	BALDWIN PARK (12,816)	7,104	9,600	7,944	12,624	8,784	14,166
65	BARSTOW (10,208)	7,150	10,650	8,650	13,150 13,650(12 YRS)	9,150	13,650 14,650(15 YRS)
66	BASSETT, LA PUENTE (8,586)	7,350	11,159 12,009(20 YRS)	8,448	14,073 14,923(20 YRS)	8,849	14,741 15,591(20 YRS)
67	BELLFLOWER (12,428)	7,144	10,174	8,143	12,898	8,476	13,904

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE 8.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16					
\$12,900	6 YRS	6 \$242	11 \$340	12 \$400	STEP 4	NO	291						34
\$13,815	6 YRS	5 \$302	10 \$345	13 \$411	STEP 6	NO	928						35
\$13,264	M. A. +	8 \$338	10 \$472	11 \$506	STEP 6	8.A. MIN. = 1.00	521	11					36
\$15,150	DOC.	8 \$473	13 \$473	13 \$473	STEP 6	M.A. MIN. = 1.00	1,069						37
\$12,992	6 YRS +	6 \$384	11 \$416	12 \$416	STEP 5	NO	455						38
\$15,594	DOC.	8 \$399	12 \$432	12 \$499	STEP 5	8.A. MIN. = 1.00	1,173						39
\$15,012	DOC.	7 \$423	11 \$454	12 \$468	STEP 6	8.A. MIN. = 1.00	280	6					40
\$14,925	6 YRS +	8 \$384	12 \$424	11 \$562	STEP 4	NO	500	4					41
\$14,479	DOC.	... ..	... ..	... ..	STEP 6	NO	2,357						42
\$12,787	6 YRS	6 \$383	11 \$439	12 \$439	STEP 3	NO	868						43
\$12,453	6 YRS	15 \$323	15 \$323	15 \$323	STEP 11	NO	277						44
\$ 7,632	M.A.	11 \$108	11 \$120	... ..	FULL CREDIT	NO	255	4					45
\$ 7,500	M.A.	8 \$100	8 \$100	... ..	STEP 5	NO	233						46
\$ 8,702	M.A.	10 \$169	12 \$204	... ..	FULL CREDIT	MIN. EA. CLASS = 1.00	555						47
\$ 7,900	6 YRS	12 \$ 63	14 \$ 61	16 \$ 59	STEP 8	NO	248						48
\$ 9,396	6 YRS	5 \$174	12 \$174	14 \$174	FULL CREDIT	NO	1,040	24					49
\$ 7,728	6 YRS	14 \$ 72	14 \$ 72	14 \$ 72	STEP 7	NO	568						50
\$ 7,550	M. A. +	17 \$ 94	17 \$ 94	... ..	FULL CREDIT	NO	282						51
\$ 7,540	6 YRS	11 \$ 60	14 \$ 60	14 \$ 60	FULL CREDIT	NO	265	4					52
\$14,500	6 YRS	6 \$363	11 \$362	13 \$362	STEP 6	NO	653	3					53
\$15,755	6 YRS +	7 \$460	10 \$460	12 \$460	STEP 6	NO	301	8					54
\$15,427	6 YRS +	6 \$360	11 \$360	14 \$463	STEP 7	NO	498	3					55
\$15,630	6 YRS +	6 \$357	8 \$421	10 \$491	STEP 5	NO	676	9					56
\$15,196	6 YRS	6 \$427	9 \$446	10 \$575	STEP 5	NO	626						57
\$15,291	6 YRS	7 \$379	10 \$492	11 \$530	STEP 6	NO	502						58
\$16,176	6 YRS	16 \$396	16 \$396	16 \$398	STEP 6	NO	1,550						59
\$15,972	DOC.	4 \$420	12 \$439	12 \$439	FULL CREDIT	NO	304	8					60
\$15,605	DOC.	10 \$330	12 \$371	12 \$409	STEP 7	NO	410	3					61
\$14,656	6 YRS	9 \$293	11 \$340	11 \$466	STEP 6	NO	485	3					62
\$13,170	6 YRS	12 \$235	13 \$309	13 \$364	STEP 5	NO	950	3, 11					63
\$14,166	6 YRS	8 \$312	13 \$360	13 \$414	STEP 5	NO	449	3					64
\$14,150	DOC.	7 \$500	9 \$500	9 \$500	STEP 6	NO	417	3					65
\$14,741	6 YRS	9 \$423	11 \$511	11 \$536	STEP 5	8.A. MIN. = 1.00	338	3					66
\$14,453	6 YRS +	10 \$303	13 \$366	14 \$388	STEP 7	NO	544	3					67

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
CALIFORNIA (CONTINUED)						
68 BERKELEY (15,207)	\$7,610	\$10,955	\$8,790	\$13,874	\$ 9,635	\$16,211
69 BONITA, SAN DIMAS (7,575)	7,360	9,627	8,464	11,908	9,862	14,720
70 BURBANK (15,183)	7,727	11,987	9,365	13,997	9,819	14,993
71 CAJON VALLEY DIST., EL CAJON (ELEM.) (12,757)	7,264	9,590 10,490(25 YRS)	8,572	12,929 13,829(25 YRS)	9,010	14,675 15,575(25 YRS)
72 CAMPBELL (ELEM.) (11,100)	7,200	11,462	8,784	14,112	10,152	16,013 17,309(26 YRS)
73 CAMPBELL (H.S.) (13,918)	7,678	12,614	8,526	14,559 15,108(16 YRS)	8,526 11,817(5)	15,656 16,205(16 YRS)
74 CAPISTRANO (7,300)	7,200	11,479 12,646(23 YRS)	8,775	13,054 14,221(23 YRS)	9,675	13,954 15,121(23 YRS)
75 CASTRO VALLEY (8,603)	6,930	9,356	8,247	12,613	9,217	14,554
76 CENTINELA VALLEY, HAWTHORNE (H.S.) (7,072)	7,578	9,389	9,274	14,252 15,252(24 YRS)	10,406	15,383 16,383(24 YRS)
77 CENTRALIA, BUENA PARK (ELEM.) (7,063)	7,550	8,760	9,210	13,100 14,100(25 YRS)	9,965	14,450 15,950(25 YRS)
78 CHICO (9,436)	6,200	8,540	7,080 7,910(2)	12,200	...	...
79 CHINO (9,259)	7,100	8,733 9,733(30 YRS)	8,378	12,674 13,674(30 YRS)	...	...
80 CHULA VISTA (ELEM.) (16,678)	7,868	11,408	9,048	14,347 14,791(MERIT)	9,048 10,780(3)	15,987 16,462(MERIT)
81 CLAREMONT (7,146)	6,855	9,591	7,881	13,011	8,394	15,747
82 CLOVIS (8,425)	6,953	10,336	7,704	11,464	8,456	12,968
83 COLTON (12,081)	7,350	9,400	8,210	11,360	9,070	13,535
84 COMPTON (39,928)	7,000	12,040	8,470	13,510	9,450	14,490
85 CUVINA-VALLEY, CUVINA (16,834)	7,275	10,760 11,570(25 YRS)	8,439	13,034 13,994(25 YRS)	9,020	14,550 15,600(25 YRS)
86 CULVER CITY (6,959)	7,350	11,030	8,450	12,860	9,000	13,780
87 CUPERTINO (ELEM.) (23,185)	7,240	8,420	8,140 9,410(3)	13,500	8,140 10,760(4)	15,270
88 CYPRESS (ELEM.) (7,290)	7,150	9,152	8,651	12,770	...	...
89 DOWNEY (18,114)	7,253	10,475 11,375(28 YRS)	8,100	12,247 13,147(28 YRS)	8,996	14,012 14,912(28 YRS)
90 EAST WHITTIER (ELEM.) (10,826)	7,140	9,790	8,040	12,390 13,640(25 YRS)	8,360	14,510 15,760(25 YRS)
91 ELK GROVE (9,607)	6,800	8,500	8,024	11,968	8,024 9,860(4)	13,600
92 EL MONTE (ELEM.) (9,827)	7,200	10,125	8,595	13,575 14,930(25 YRS)	9,060	14,400 15,845(25 YRS)
93 EL MONTE (H.S.) (7,237)	7,880	12,020	9,060	14,580	10,240	15,760 16,680(22 YRS)
94 EL RANCHO DIST., PICO RIVERA (14,337)	7,200	10,944	8,474	12,830	9,324	13,838
95 ESCONIDO (ELEM.) (7,387)	7,300	9,581	9,249	13,355	...	...
96 FAIRFIELD-SUISUN, FAIRFIELD (11,735)	7,080	9,670	8,400	11,730	9,450	14,300
97 FREMONT (32,473)	7,150	10,090	8,558	12,758	9,123 10,528(3)	14,728
98 FRESNO (57,434)	7,125	8,705	8,075	11,475	8,925	14,025

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-BACHELOR'S NO. AVE.		MINIMUM TO MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10		11		12		13		14		15		16	
\$16,211	6 YRS	13	\$257	12	\$424	12	\$548	STEP 7		NO		715		8	68
\$14,720	6 YRS	7	\$324	9	\$383	11	\$442	STEP 7		NO		294		3	69
\$16,154	6 YRS +	12	\$355	12	\$386	13	\$398	STEP 6		NO		580			70
\$15,475	ODC.	8	\$291	12	\$363	13	\$436	STEP 6		NO		513		3	71
\$16,013	6 YRS	8	\$533	10	\$533	11	\$533	STEP 6		NO		422			72
\$16,204	6 YRS +	9	\$548	11	\$548	11	\$648	STEP 6		NO		536		4	73
\$14,404	6 YRS +	11	\$389	11	\$389	11	\$389	STEP 6		NO		285		4	74
\$15,213	ODC.	5	\$485	9	\$485	11	\$485	STEP 6		NO		360		3	75
\$15,383	6 YRS	4	\$453	11	\$453	11	\$453	STEP 6		NO		297			76
\$14,450	6 YRS	4	\$302	10	\$389	11	\$408	FULL CREDIT		NO		297			77
\$12,640	M. A. +	6	\$390	12	\$427	...	...	STEP 6		NO		387			78
\$14,207	M. A. +	5	\$327	11	\$391	...	...	FULL CREDIT		NO		367		3	79
\$15,987	6 YRS	9	\$393	12	\$442	13	\$534	STEP 6		NO		653		8	80
\$16,773	7 YRS	7	\$391	12	\$428	15	\$490	STEP 6		NO		273			81
\$13,720	6 YRS +	9	\$376	10	\$376	11	\$411	STEP 6		NO		309			82
\$14,700	6 YRS +	6	\$342	8	\$394	10	\$447	STEP 6		NO		450		5	83
\$14,490	6 YRS	12	\$420	12	\$420	12	\$420	STEP 5		NO		1,538		3	84
\$15,200	ODC.	9	\$387	10	\$460	11	\$503	STEP 6		NO		624		3	85
\$15,200	ODC.	9	\$409	9	\$490	9	\$531	FULL CREDIT		NO		303		3	86
\$15,270	6 YRS	6	\$197	9	\$596	10	\$713	STEP 6		NO		888		3	87
\$14,300	M. A. +	7	\$286	9	\$458	...	...	STEP 6		NO		273		3	88
\$14,643	6 YRS +	9	\$358	11	\$377	12	\$418	STEP 5		NO		718		4	89
\$15,010	ODC.	8	\$331	11	\$395	14	\$439	STEP 6		NO		369			90
\$14,076	ODC.	6	\$283	11	\$358	12	\$465	STEP 6		NO		341		3	91
\$14,400	6 YRS	9	\$325	12	\$415	12	\$445	STEP 6		NO		440			92
\$15,760	6 YRS	9	\$460	12	\$460	12	\$460	STEP 6		NO		297			93
\$14,342	6 YRS +	10	\$374	11	\$396	11	\$410	STEP 6		NO		535			94
\$14,600	M. A. +	5	\$456	9	\$456	...	...	STEP 6		NO		316		4	95
\$14,720	ODC.	7	\$370	9	\$370	12	\$404	STEP 5		NO		472			96
\$15,627	ODC.	7	\$420	10	\$390	12	\$467	STEP 6		NO		1,180		3	97
\$14,850	ODC.	4	\$395	8	\$425	12	\$425	FULL CREDIT		NO		2,276			98

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
1						
CALIFORNIA (CONTINUED)						
99 FULLERTON (ELEM.) (13,065)	\$7,200	\$ 9,972	\$8,208	\$12,528	\$ 9,216	\$14,400
100 FULLERTON (H.S.) (15,147)	7,950	10,910	9,605	14,405	10,230 11,280(2)	15,900
101 GARDEN GROVE (52,152)	7,150	10,277	8,042	12,065	8,936	14,300
102 GARVEY (ELEM.) (6,752)	7,000	10,780	8,430	13,050	9,410	14,030
103 GLENOALE (25,289)	7,210	10,670	7,890	12,140	8,630	13,820
104 GLENDORA (9,179)	7,269	9,304	8,795	13,593	9,450	14,538
105 GRANT DIST., SACRAMENTO (H.S.) (14,103)	6,665	8,885	8,045	11,745 12,945(30 YRS)	8,965	13,405 14,605(30 YRS)
106 GROSSMONT (H.S.) (19,116)	7,800	11,540 12,646(24 YRS)	9,460	14,870 15,976(24 YRS)	10,300	15,700 16,806(24 YRS)
107 HACIENDA-LA PUENTE, LA PUENTE (33,000)	7,245	11,634	8,958	13,347	10,100	14,489
108 HAYWARD (27,799)	7,265	11,624	8,196	13,427	8,777	14,880
109 HUENEME, PORT HUENEME (ELEM.) (6,955)	7,320	9,770 11,316(25 YRS)	9,210	13,940 15,140(25 YRS)	...	...
110 HUNTINGTON BEACH (H.S.) (15,364)	7,293	10,419 12,503(31 YRS)	8,856	13,545 15,629(31 YRS)	9,377	14,586 16,670(31 YRS)
111 INGLEWOOD (13,010)	7,585	11,322 11,893(20 YRS)	8,371	12,982 13,636(20 YRS)	8,821 10,921(4)	15,169 15,934(20 YRS)
112 JEFFERSON, OAK CITY (ELEM.) (9,734)	7,135	9,510	8,560	13,785 14,735(29 YRS)	...	...
113 JEFFERSON, OAK CITY (H.S.) (7,356)	7,570	12,881 16,262(40 YRS)	8,786	14,096 17,477(40 YRS)	9,751	15,062 18,443(40 YRS)
114 JURUPA (9,207)	7,072	9,393	8,345	11,881	8,345 10,219(4)	14,144
115 LAGUNA SALADA, PACIFICA (ELEM.) (9,022)	6,650	8,450	7,550 8,900(3)	12,500	7,550 10,700(5)	13,850
116 LA MESA-SPRING VALLEY (ELEM.) (14,830)	7,630	8,202	8,622	13,108	9,385	15,260
117 LANCASTER (ELEM.) (6,956)	7,400	10,300	8,300	11,315	9,350	13,750
118 LAWNOLE (ELEM.) (6,250)	6,610	9,085	7,850	10,920 11,940(24 YRS)	8,675	12,140 13,295(24 YRS)
119 LIVERMORE VALLEY, LIVERMORE (12,400)	7,476	11,316	8,836	13,636	9,316 10,276(2)	15,076
120 LOMPOC (14,011)	6,919	10,978	8,302	12,361	9,225	13,284
121 LONG BEACH (68,557)	7,500	12,032	8,470	13,826	8,955	14,723
122 LOS ANGELES (648,986)	7,590	11,010 14,360(17 YRS)	8,050	11,620 14,730(17 YRS)	8,780	12,760 14,730(17 YRS)
123 LYNWOOD (8,533)	7,265	10,435 10,885(25 YRS)	8,237	12,197 12,647(25 YRS)	9,970	14,530 14,980(25 YRS)
124 MADERA (7,930)	6,427	8,677	7,177	10,391	7,927	12,426
125 MARYSVILLE (8,564)	6,250	8,650	7,480	11,080	8,230	11,830
126 MERCED (ELEM.) (6,854)	6,700	9,414	7,504	11,122	8,107	12,328
127 MILPITAS (9,015)	7,420	11,301	8,644	13,634	9,558	15,895 16,698(18 YRS)
128 MODESTO (20,850)	6,828	8,328	8,093	11,393	8,093 9,732(3)	13,032

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEOLE OERIVED AS INOEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16				
\$14,800	00C.	11 \$252	12 \$360	12 \$432	STEP 6	NO	539	3	99			
\$15,900	6 YRS	8 \$370	12 \$400	12 \$472	FULL CREDIT	NO	699		100			
\$14,300	6 YRS	6 \$521	9 \$447	12 \$447	STEP 6	NO	1,815	3	101			
\$14,030	6 YRS	9 \$420	11 \$420	11 \$420	STEP 4	NO	269		102			
\$14,850	00C.	10 \$346	11 \$386	12 \$433	STEP 6	NO	1,012		103			
\$14,538	6 YRS	7 \$291	11 \$436	11 \$462	STEP 6	NO	341		104			
\$14,235	6 YRS +	6 \$370	10 \$370	12 \$370	STEP 6	NO	632	3	105			
\$16,740	6 YRS +	9 \$416	13 \$416	13 \$416	STEP 8	NO	738		106			
\$14,489	6 YRS	11 \$399	11 \$399	11 \$399	STEP 6	NO	1,150	4	107			
\$15,055	00C.	12 \$363	12 \$436	12 \$509	STEP 6	NO	1,069		108			
\$15,340	M. A. +	7 \$350	11 \$430	...	STEP 6	NO	252		109			
\$14,586	6 YRS	6 \$521	9 \$521	10 \$521	STEP 6	NO	560	3	110			
\$15,169	6 YRS	11 \$310	11 \$419	11 \$577	STEP 7	NO	550	3	111			
\$14,260	M. A. +	5 \$475	11 \$475	...	FULL CREDIT	NO	428		112			
\$15,544	00C.	11 \$483	11 \$483	11 \$483	STEP 6	NO	353	3, 4	113			
\$14,144	6 YRS	8 \$290	10 \$354	13 \$446	STEP 6	NO	335	3	114			
\$14,300	6 YRS +	4 \$450	10 \$495	11 \$573	STEP 6	NO	346		115			
\$15,565	00C.	3 \$191	12 \$374	12 \$490	STEP 5	NO	587	27	116			
\$13,750	6 YRS	10 \$290	10 \$302	11 \$400	STEP 7	NO	264		117			
\$12,140	6 YRS	9 \$275	9 \$341	9 \$385	STEP 6	NO	232	3	118			
\$15,956	00C.	8 \$480	10 \$480	11 \$524	STEP 5	NO	540		119			
\$13,745	00C.	11 \$369	11 \$369	11 \$369	STEP 6	NO	572	3	120			
\$16,205	00C.	11 \$412	13 \$412	14 \$412	STEP 6	NO	2,642	3	121			
\$14,730	00C.	10 \$342	10 \$357	10 \$398	STEP 7	NO	24,239	3	122			
\$14,530	6 YRS	10 \$317	11 \$360	12 \$380	STEP 4	NO	332	3	123			
\$12,426	6 YRS	7 \$321	10 \$321	14 \$321	STEP 6	NO	283	3	124			
\$12,685	00C.	8 \$300	12 \$300	12 \$300	STEP 8	NO	374	3, 4	125			
\$12,328	M. A. +	9 \$302	9 \$402	9 \$469	STEP 9	B.A. MIN. = 1.00	292		126			
\$15,895	6 YRS	8 \$485	9 \$554	10 \$634	FULL CREDIT	NO	366	4	127			
\$14,067	00C.	5 \$300	11 \$300	13 \$380	FULL CREDIT	NO	759	3	128			

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
CALIFORNIA (CONTINUED)						
129 MONROVIA (6,784)	\$7,300	\$10,366	\$8,176	\$12,556	\$ 9,052	\$14,308
130 MONTEBELLO (25,822)	7,498	11,210	9,101	14,049	...	...
131 MONTEREY (18,698)	7,255	9,940	7,980 8,675(2)	12,850	7,980 10,200(4)	13,960 14,520(20 YRS)
132 MOUNTAIN VIEW, EL MONTE (ELEM.) (6,089)	7,000	10,600 11,200(19 YRS)	8,620	13,300 14,470(22 YRS)	...	...
133 MT. DIABLO, CONCORD (48,003)	7,301	9,436	8,494	11,689	9,346	14,308
134 NAPA VALLEY, YOUNTVILLE (15,477)	7,000	10,500 11,100(20 YRS)	7,937	12,641 13,241(20 YRS)	8,600	14,060 14,660(20 YRS)
135 NEW HAVEN, UNION CITY (6,359)	7,300	9,625	8,530	12,715	8,530 10,390(3)	14,575
136 NEWPORT-MESA, NEWPORT BEACH (26,619)	7,339	10,718	8,161	12,670	8,989	14,897
137 NORWALK-LA MIRADA (34,000)	7,200	10,160	8,000	12,235	8,950	14,170
138 NOVATO (11,751)	7,045	9,609	8,630	13,125	9,687	14,492 15,802(24 YRS)
139 OAK GROVE (ELEM.) (11,337)	7,447	9,979	8,606	12,537	8,606 11,102(4)	16,224
140 OAKLAND (63,110)	7,128	11,008	8,128	12,836	9,128	14,264
141 OCEANSIDE (ELEM.) (7,880)	7,350	12,530	9,130	14,310	10,182	15,362
142 OCEAN VIEW, HUNTINGTON BEACH (ELEM.) (13,615)	7,173	9,954	9,326	12,940	...	...
143 ONTARIO-MONTCLAIR, ONTARIO (ELEM.) (17,488)	7,050	8,975	8,280	12,890 13,490(25 YRS)	9,215	14,350 14,950(25 YRS)
144 ORANGE (27,142)	7,307	10,230	8,403	12,057	8,951 9,864(2)	13,883
145 OXNARD (H.S.) (13,916)	7,208	10,516 11,416(21 YRS)	7,950	13,462 14,362(21 YRS)	9,434	14,946 15,846(21 YRS)
146 PAJARO VALLEY, WATSONVILLE (12,712)	6,870	9,910	8,010	12,190	...	...
147 PALO ALTO (14,658)	7,715	11,125	8,945	13,550 14,420(15 YRS)	9,880	15,600 16,470(15 YRS)
148 PALOS VERDES (17,060)	7,682	10,625 12,066(20 YRS)	8,715	13,302 13,902(20 YRS)	9,748	15,216 15,816(20 YRS)
149 PARAMOUNT (9,937)	7,200	9,970	8,350	12,550	8,785	13,455
150 PASADENA (29,274)	7,360	11,194 11,754(16 YRS)	8,212	12,806 13,446(16 YRS)	9,064	14,326 15,042(MERIT)
151 PETALUMA (8,557)	6,788	9,966 10,509(19 YRS)	8,814	13,580 14,123(19 YRS)	8,814	13,580
152 PLACENTIA (12,386)	7,300	8,760	8,614	13,834	...	...
153 POMONA (22,610)	7,314	10,678	8,045	12,068	8,923	14,628
154 REDLANDS (12,686)	7,200	10,907 11,107(25 YRS)	8,035	12,790 12,990(25 YRS)	8,870	14,000 14,200(25 YRS)
155 REDWOOD BEACH (ELEM.) (11,057)	7,610	9,305	8,954	13,447	9,852	14,619
156 REDWOOD CITY (ELEM.) (10,274)	7,479	9,513 10,113(20 YRS)	8,742	13,303 13,903(20 YRS)	9,605	15,163 15,763(20 YRS)
157 RIALTO (12,834)	7,055	9,998	8,045	11,994	9,035	14,118 14,618(28 YRS)
158 RICHMOND (41,313)	7,332	11,076 11,576(27 YRS)	8,604	13,692 14,192(27 YRS)	9,024	14,568 15,068(27 YRS)
159 RIO LINDA (ELEM.) (9,882)	7,206	9,196	8,174	12,145	8,877	13,994 14,494(16 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM				MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$14,746	6 YRS +	7 \$438	10 \$438	12 \$438	STEP 6	NO	287	129			
\$14,996	M. A. +	9 \$412	12 \$412	...	STEP 5	B.A. MIN. = 1.00	887	130			
\$14,515	6 YRS +	8 \$336	11 \$442	11 \$544	STEP 5	NO	776	131			
\$14,440	M. A. +	12 \$300	12 \$390	...	STEP 5	NO	210	132			
\$15,147	6 YRS +	7 \$305	9 \$355	12 \$414	STEP 6	NO	1,957	3	133		
\$14,360	DOC.	10 \$350	12 \$392	13 \$420	STEP 7	NO	630	3	134		
\$15,540	DOC.	5 \$465	9 \$465	11 \$550	FULL CREDIT	NO	258	135			
\$14,897	6 YRS	9 \$375	10 \$451	11 \$537	STEP 6	NO	1,058	136			
\$14,790	6 YRS +	8 \$370	11 \$385	12 \$435	STEP 6	NO	1,500	3, 4	137		
\$14,792	6 YRS	7 \$366	11 \$409	11 \$437	STEP 7	NO	438	3	138		
\$16,224	6 YRS	6 \$422	8 \$491	11 \$693	STEP 6	NO	452	139			
\$15,264	DOC.	10 \$388	11 \$428	12 \$428	FULL CREDIT	NO	2,997	3	140		
\$15,803	DOC.	10 \$518	10 \$518	10 \$518	STEP 7	NO	320	141			
\$13,935	M. A. +	9 \$309	9 \$402	...	STEP 6	NO	536	142			
\$14,350	6 YRS	6 \$321	11 \$419	11 \$467	FULL CREDIT	NO	641	143			
\$14,797	7 YRS	8 \$365	10 \$365	12 \$411	STEP 6	NO	1,098	32	144		
\$14,946	6 YRS	6 \$551	10 \$551	10 \$551	STEP 5	NO	621	145			
\$12,950	M. A. +	8 \$380	11 \$380	...	STEP 6	NO	487	146			
\$17,040	DOC.	8 \$426	9 \$512	10 \$572	FULL CREDIT	M.A. MIN. = 1.00	729	147			
\$15,941	6 YRS +	7 \$420	10 \$459	11 \$497	STEP 6	B.A. MIN. = 1.00	675	148			
\$15,000	DOC.	11 \$252	11 \$382	11 \$425	STEP 5	NO	375	3	149		
\$15,840	DOC.	9 \$426	10 \$459	10 \$526	STEP 6	NO	1,280	150			
\$14,055	DOC.	8 \$397	12 \$397	12 \$397	STEP 6	NO	354	3	151		
\$14,673	M. A. +	5 \$292	11 \$475	...	FULL CREDIT	NO	428	3	152		
\$14,628	6 YRS	10 \$336	11 \$366	13 \$439	STEP 6	B.A. MIN. = 1.00	900	3	153		
\$14,330	DOC.	11 \$337	13 \$366	13 \$395	STEP 6	NO	463	154			
\$14,619	6 YRS	5 \$339	12 \$374	12 \$397	STEP 5	NO	347	155			
\$15,563	DOC.	5 \$407	10 \$456	11 \$505	STEP 5	NO	482	156			
\$14,118	6 YRS	9 \$327	11 \$359	13 \$391	STEP 6	NO	483	3	157		
\$15,794	DOC.	12 \$312	12 \$424	12 \$462	STEP 6	NO	1,702	158			
\$14,404	6 YRS +	5 \$398	11 \$361	11 \$483	STEP 6	NO	376	159			

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
CALIFORNIA (CONTINUED)						
160 RIVERSIDE (26,770)	\$7,098	\$ 9,086	\$8,312	\$11,903	\$ 9,121	\$14,196
161 ROWLAND (13,500)	7,150	8,910	8,530	13,370	8,530 10,770(4)	14,290
162 SACRAMENTO (50,976)	6,455	7,793	7,490	12,571	8,080	14,900
163 SALINAS (ELEM.) (6,550)	6,930	9,686	8,505	12,443	9,555	14,280
164 SAN BERNARDINO (37,553)	7,100	10,745 11,145(25 YRS)	8,222	12,272 12,672(25 YRS)	9,344	14,204 14,604(25 YRS)
165 SAN DIEGO (130,332)	7,400	10,532	8,362	12,354	8,843	13,290
166 SAN FRANCISCO (86,205)	7,745	13,270	8,820	14,400	9,495	15,490 16,035(15 YRS)
167 SAN JOAQUIN (ELEM.) (6,000)	7,500	10,368	8,550	12,731	9,810	14,805
168 SAN JOSE (ELEM.) (10,431)	6,981	10,332	8,238	12,776	9,076	14,382 16,382(27 YRS)
169 SAN JUAN DIST., CARMICHAEL (53,623)	6,700	8,180	7,510	11,810	8,320	14,690
170 SAN LEANDRO (9,684)	7,568	10,633	8,650	13,229	9,483	15,386
171 SAN LORENZO (15,249)	7,200	9,900 10,200(20 YRS)	8,250	12,250 12,550(20 YRS)	9,000	14,500 14,800(20 YRS)
172 SAN LUIS COASTAL DIST., SAN LUIS OBISPO (7,247)	6,800	9,200	8,000	12,000	9,000	13,800
173 SAN MATEO (H.S.) (11,936)	7,975	10,135	9,590	14,450	10,670	16,610
174 SAN RAFAEL (8,999)	7,481	11,101	8,645	13,037	10,353	15,721 16,721(22 YRS)
175 SAN RAMON VALLEY, DANVILLE (9,207)	7,480	8,980	9,209	13,729	10,479	15,419
176 SANTA ANA (28,266)	6,925	9,349	8,483	13,019	9,002	14,265 15,928(30 YRS)
177 SANTA BARBARA (18,416)	7,250	10,730 11,600(24 YRS)	8,555	12,906 13,776(24 YRS)	8,990	14,500 15,370(24 YRS)
178 SANTA CLARA (23,784)	7,526	10,236	9,536	13,148	11,041	16,008 17,520(29 YRS)
179 SANTA CRUZ (7,941)	6,736	9,080	7,787	11,303	8,521	12,819
180 SANTA MARIA (ELEM.) (6,458)	7,200	11,873	8,712	13,385	9,720	14,400
181 SANTA MONICA (13,245)	7,595	11,213	8,969	13,391	10,043	14,867
182 SANTA ROSA (13,327)	7,570	10,075	8,960	13,135	9,855	15,280 16,535(28 YRS)
183 SEQUOIA DIST., REDWOOD CITY (H.S.) (12,323)	7,870	10,621	9,057	12,954	9,844	15,894
184 SIMI VALLEY, SIMI (22,671)	7,300	9,727	8,417	11,951 12,851(22 YRS)	9,402	14,950 15,850(22 YRS)
185 SOUTH BAY, HERMOSA BEACH (H.S.) (6,316)	7,698	10,799	9,110	14,427	10,052	15,368
186 SOUTH SAN FRANCISCO (13,421)	7,687	10,767	9,797	14,198	10,938	15,779
187 STOCKTON (32,313)	7,222	10,400 10,761(20 YRS)	8,144	12,116 12,477(20 YRS)	9,011	13,777 14,138(20 YRS)
188 SUNNYVALE (ELEM.) (10,167)	7,255	10,695	8,808	13,108	9,998	14,728 15,588(19 YRS)
189 TAMALPAIS, LARKSPUR (H.S.) (6,000)	8,033	11,099	9,055	13,654	10,588	16,209 17,742(24 YRS)
190 TORRANCE (33,946)	7,585	10,887	8,525	13,478	9,660	15,274
191 TUSTIN (ELEM.) (9,964)	7,100	9,660	8,585	12,875 13,830(20 YRS)	9,080	13,590

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOLE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10	11	12	13	14	15	16							
\$14,496	DOC.	7 \$284	11 \$326	13 \$390	STEP 6	NO	1,014	3							160
\$14,290	6 YRS	4 \$440	11 \$440	11 \$524	FULL CREDIT	NO	550	3, 5, 8							161
\$15,500	DOC.	4 \$335	11 \$462	13 \$525	FULL CREDIT	NO	1,919								162
\$14,280	6 YRS	7 \$394	10 \$394	12 \$394	STEP 5	NO	246								163
\$14,204	6 YRS	9 \$405	10 \$405	12 \$405	STEP 6	NO	1,435	3							164
\$15,220	7 YRS	9 \$348	11 \$363	12 \$371	FULL CREDIT	NO	5,301	3							165
\$15,490	6 YRS	13 \$425	12 \$465	11 \$545	STEP 6	NO	5,070								166
\$14,805	6 YRS	8 \$359	11 \$380	12 \$416	STEP 5	NO	250	4							167
\$14,382	6 YRS	7 \$479	9 \$504	10 \$531	STEP 6	NO	393	3							168
\$14,690	6 YRS	4 \$370	10 \$430	13 \$490	FULL CREDIT	NO	2,106	3							169
\$15,386	6 YRS	9 \$341	11 \$416	12 \$492	STEP 8	NO	492								170
\$14,800	DOC.	9 \$300	10 \$400	11 \$500	STEP 7	NO	588	3							171
\$13,800	6 YRS	6 \$400	10 \$400	12 \$400	STEP 6	NO	296	3, 4							172
\$17,150	6 YRS +	4 \$540	9 \$540	11 \$540	FULL CREDIT	NO	596								173
\$15,721	6 YRS	7 \$517	9 \$488	11 \$488	FULL CREDIT	NO	371	22							174
\$15,419	6 YRS	4 \$375	11 \$411	11 \$449	FULL CREDIT	NO	360								175
\$14,265	6 YRS	7 \$346	10 \$454	11 \$478	STEP 6	NO	1,081	3							176
\$14,818	DOC.	9 \$386	11 \$396	12 \$459	FULL CREDIT	NO	868	3							177
\$16,512	DOC.	6 \$452	8 \$452	11 \$452	FULL CREDIT	NO	915								178
\$13,472	6 YRS +	6 \$391	9 \$391	11 \$391	STEP 5	B.A. MIN. = 1.00	341	3							179
\$14,400	6 YRS	11 \$425	11 \$425	11 \$425	STEP 5	NO	286	3							180
\$16,778	DOC.	9 \$402	11 \$402	12 \$402	STEP 6	NO	622	6							181
\$15,780	DOC.	6 \$418	10 \$418	13 \$417	STEP 6	NO	566								182
\$17,160	6 YRS +	7 \$393	9 \$433	11 \$550	STEP 11	NO	591								183
\$15,100	DOC.	7 \$347	9 \$393	12 \$462	STEP 5	NO	773								184
\$15,368	6 YRS	7 \$443	12 \$443	12 \$443	STEP 6	NO	299								185
\$15,779	6 YRS	7 \$440	10 \$440	11 \$440	STEP 5	NO	596	4							186
\$14,844	DOC.	11 \$289	11 \$361	11 \$433	STEP 9	NO	1,316	3							187
\$15,685	DOC.	8 \$430	10 \$430	11 \$430	STEP 6	NO	365	3, 7							188
\$16,209	6 YRS	6 \$511	9 \$511	11 \$511	FULL CREDIT	NO	286								189
\$15,274	6 YRS	9 \$367	12 \$413	12 \$468	STEP 6	NO	1,349								190
\$13,590	M. A. +	8 \$320	11 \$390	11 \$410	STEP 6	NO	380								191

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
CALIFORNIA (CONTINUED)							
192	TUSTIN (H.S.) (7,428)	\$7,500	\$12,960 13,380(17 YRS)	\$8,820	\$14,280 14,700(17 YRS)	\$ 9,720	\$15,180 15,600(17 YRS)
193	UKIAH (6,011)	6,405	8,720	7,593	10,673	8,380	12,192
194	VACAVILLE (6,549)	6,500	9,861	7,684	11,350	7,684 9,179(3)	12,540
195	VALLEJO (16,339)	6,788	9,668	7,563	11,583	8,613	13,917
196	VENTURA (17,858)	7,219	10,203 10,763(25 YRS)	8,633	12,736 13,296(25 YRS)	9,111	13,587 14,147(25 YRS)
197	VISALIA (12,616)	6,275	9,035 9,540(20 YRS)	7,780	11,345 11,845(MERIT) 11,545(20 YRS)	8,785	12,350 12,850(MERIT) 12,550(20 YRS)
198	VISTA (9,346)	7,326	9,743	9,084	14,065	...	...
199	WASHINGTON DIST., WEST SACRAMENTO (6,000)	6,334	8,720	7,319	11,013	8,007	12,668
200	WEST COVINA (13,487)	7,235	9,063	7,808	13,199	8,645	14,470
201	WESTMINSTER (ELEM.) (12,744)	7,169	9,234	8,782	12,944	...	...
202	WHITTIER (H.S.) (14,459)	7,529	10,540	9,335	14,606 15,359(25 YRS)	9,937	15,207 15,961(25 YRS)
203	WOODLAND (7,035)	6,480	9,720	7,695	12,150	8,100	12,960
204	YUBA CITY (7,886)	6,000	8,000	6,900 8,040(3)	11,370	...	...
COLORADO							
205	ADAMS CO. DIST. 12, EASTLAKE (15,116)	6,800	10,948	7,616	13,138	8,432	14,840
206	ADAMS CO. DIST 14, COMMERCE CITY (9,660)	6,850	8,925	7,425	11,500	7,800	13,300
207	AURORA (18,583)	6,900	10,861 13,033(26 YRS)	7,590	12,399 14,879(28 YRS)	8,108	13,341 16,009(29 YRS)
208	BOULDER (22,780)	6,600	9,768	7,128	12,078	7,524	13,464
209	CHERRY CREEK (7,300)	6,850	10,960	7,672	13,015	8,357	14,522
210	COLORADO SPRINGS (33,029)	7,100	10,250 10,600(20 YRS)	8,150	13,225 13,575(20 YRS)	9,200	15,325 15,675(20 YRS)
211	DENVER (95,754)	7,000	11,870 14,270(40 YRS)	8,255	14,000 16,400(40 YRS)	8,880	15,065 17,465(40 YRS)
212	ENGLEWOOD (6,111)	7,000	9,835	7,700	13,160	8,120 9,660(3)	14,700
213	GRAND JUNCTION (13,433)	6,300	8,300	6,550	10,150	...	...
214	GREELEY (10,155)	6,800	8,100	7,200	11,100	7,800	12,300 13,500(30 YRS)
215	JEFFERSON CO., LAKEWOOD (64,027)	6,800	8,772	7,208	11,152	7,412	12,308
216	LITTLETON (16,961)	6,750	11,138 12,825(33 YRS)	7,425	12,758 14,445(33 YRS)	7,965	13,635 15,322(35 YRS)
217	MAPLETON (7,186)	6,500	8,900	7,100	12,200	7,100 9,400(5)	13,100
218	Poudre DIST., FORT COLLINS (12,402)	6,800	10,540	7,480	11,560	7,480 8,568(3)	12,648
219	PUEBLO (26,908)	6,600	8,400	7,200	10,800 11,700(21 YRS)	7,500	12,000 12,600(21 YRS)
220	ST. VRAIN VALLEY, LONGMONT (10,829)	6,600	9,900 10,560(20 YRS)	7,260	11,550 12,210(20 YRS)	7,920	13,530 13,860(20 YRS)
221	THOMPSON, LOVELAND (6,693)	6,700	10,184	7,303	11,189	7,906	11,993
222	WESTMINSTER (16,681)	6,800	10,180	7,100	12,205	7,400	13,480

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEOULED AMOUNT PREPARATION LEVEL	INCREMENT- BACHELOR'S NO. AVE.	MINIMUM TO MASTER'S NO. AVE.	MAXIMUM SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEOULE DERIVED AS INOEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$15,780	6 YRS +	13 \$420	13 \$420	13 \$420	STEP 8	NO	303	192
\$12,192	6 YRS	7 \$331	9 \$342	11 \$346	STEP 6	NO	234	3 193
\$12,982	6 YRS +	11 \$306	12 \$306	13 \$374	STEP 6	NO	266	3 194
\$13,917	6 YRS	9 \$320	10 \$402	12 \$442	STEP 6	NO	729	3 195
\$14,441	6 YRS +	8 \$373	11 \$373	12 \$373	STEP 6	NO	724	196
\$12,050	6 YRS	11 \$251	13 \$251	14 \$255	STEP 7	NO	501	3,11 197
\$14,065	M.A.	6 \$403	14 \$356 ...	...	STEP 5	B.A. MIN. = 1.00	362	3 198
\$12,668	6 YRS	7 \$341	10 \$369	12 \$388	STEP 6	NO	240	199
\$14,470	6 YRS	5 \$366	11 \$490	11 \$530	FULL CREDIT	NO	502	200
\$14,338	M. A. +	6 \$344	9 \$462 ...	...	STEP 5	NO	465	3 201
\$15,207	6 YRS	8 \$376	14 \$377	14 \$376	STEP 7	B.A. MIN. = 1.00	547	202
\$12,960	6 YRS	8 \$405	11 \$405	12 \$405	STEP 7	NO	308	203
\$11,990	M. A. +	6 \$333	11 \$406 ...	...	FULL CREDIT	NO	303	204
\$16,102	OOC.	13 \$319	14 \$394	14 \$458	STEP 6	B.A. MIN. = 1.00	667	1 205
\$13,300	6 YRS	7 \$296	12 \$340	15 \$367	STEP 3	NO	385	1, 4 206
\$13,858	OOC.	10 \$396	12 \$401	13 \$403	STEP 6	NO	885	207
\$14,124	OOC.	7 \$453	12 \$412	15 \$396	STEP 6	B.A. MIN. = 1.00	1,126	1 208
\$15,755	OOC.	9 \$457	12 \$445	14 \$440	STEP 5	B.A. MIN. = 1.00	365	1, 4 209
\$16,025	OOC.	9 \$350	14 \$362	17 \$360	STEP 5	NO	1,474	210
\$17,195	OUC.	12 \$406	12 \$479	12 \$515	STEP 6	NO	4,168	1 211
\$15,470	7 YRS	9 \$315	13 \$420	15 \$439	STEP 4	B.A. MIN. = 1.00	290	12 212
\$10,950	OOC.	7 \$286	11 \$327 ...	...	STEP 7	NO	572	213
\$13,100	7 YRS	5 \$260	13 \$300	15 \$300	STEP 6	NO	476	214
\$14,100	OOC.	6 \$329	10 \$394	11 \$445	STEP 5	NO	2,675	1, 4 215
\$15,863	OOC.	12 \$366	14 \$381	14 \$405	STEP 7	B.A. MIN. = 1.00	682	216
\$13,600	OUC.	9 \$267	12 \$425	12 \$500	STEP 6	NO	311	12 217
\$13,396	OOC.	11 \$340	12 \$340	14 \$369	STEP 9	B.A. MIN. = 1.00	650	12 218
\$13,200	OOC.	6 \$300	12 \$300	15 \$300	STEP 5	NO	1,178	4 219
\$14,850	OOC.	10 \$330	13 \$330	17 \$330	STEP 7	B.A. MIN. = 1.00	497	1 220
\$12,194	6 YRS +	14 \$249	14 \$278	14 \$292	STEP 6	B.A. MIN. = 1.00	281	221
\$15,930	7 YRS	12 \$282	14 \$365	15 \$405	STEP 6	NO	712	222

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
COLORADO (CONTINUED)						
223 WIDEFIELD DIST. 3, SECURITY (8,046)	\$7,100	\$ 7,650	\$8,000	\$12,000	\$ 8,750	\$12,750
CONNECTICUT						
224 BRIDGEPORT (24,078)	8,575	12,690	9,070	14,985	9,545	16,195
225 BRISTOL (12,102)	7,783	11,891	8,540	13,567	9,243	14,648
226 DANBURY (10,853)	8,262	13,054	9,088	14,706	9,914	15,946
227 ENFIELD (13,497)	7,250	11,240	7,850	12,115	8,550	13,090
228 FAIRFIELD (11,926)	8,444	12,666 12,919(20 YRS)	9,288	15,537 15,790(20 YRS)	10,133	16,888 17,141(20 YRS)
229 GREENWICH (11,038)	8,350	13,350	9,350	15,850 16,250(20 YRS)	10,350 12,550(6)	17,350 17,750(21 YRS)
230 GROTON (9,400)	7,749	12,117 12,517(25 YRS)	8,432	13,520 13,920(25 YRS)	9,114	14,202 14,602(25 YRS)
231 HAMDEN (9,800)	7,300	12,000	8,100	12,800	9,500	14,200
232 HARTFORD (29,545)	7,900	12,450	8,300	14,200	8,700	15,100
233 MERIDEN (11,285)	7,600	11,800	8,100	13,000	9,100	14,000
234 MIDDLETOWN (6,461)	7,700	11,900	8,100	12,900	8,600	13,400
235 NEW BRITAIN (14,427)	7,700	11,900 12,200(25 YRS)	8,150	13,200 13,500(25 YRS)	8,700	14,100 14,400(25 YRS)
236 NEW HAVEN (21,437)	8,000	13,250 13,500(18 YRS)	8,600	14,000 14,400(18 YRS)	9,050	14,450 14,850(18 YRS)
237 NEWINGTON (6,658)	7,750	11,950 12,350(35 YRS)	8,250	13,550 13,950(35 YRS)	8,800	14,575 14,975(35 YRS)
238 NORTH HAVEN (6,131)	7,500	12,100	8,200	13,100	9,000	14,200
239 NORWICH (ELEM.) (6,137)	7,375	11,600	8,000	12,575	8,600	13,515
240 SOUTHWINGTON (8,356)	7,600	11,000	8,175	13,000	8,800	13,600
241 STAMFORD (21,050)	8,000	12,400 12,800(30 YRS)	8,600	14,360 14,760(30 YRS)	9,200	16,200 16,600(30 YRS)
242 VERNON SCHOOLS, ROCKVILLE (7,224)	7,400	11,500	7,900	12,550	8,500	13,650
243 WALLINGFORD (9,053)	7,300	11,400	7,900	12,000	8,550	12,850
244 WATERBURY (17,510)	7,887	13,227 13,777(35 YRS)	8,495	14,198 14,748(35 YRS)	9,101	15,169 15,719(25 YRS)
245 WEST HARTFORD (13,170)	8,300	12,200	8,950	15,350	9,575	16,625
246 WEST HAVEN (9,753)	7,650	12,500	8,200	13,550	8,700	14,600
247 WESTPORT (7,345)	7,990	12,432	8,855	14,768	9,601	16,200
248 WETHERSFIELD (6,046)	7,350	10,900	7,850	12,950	8,400	13,950
DELAWARE						
249 ALFRED I. DUPONT, WILMINGTON (10,350)	7,700	12,474	8,778	14,399	9,471	15,477
250 CAESAR RODNEY DIST., CAMDEN (7,950)	7,573	10,130	8,476	11,733	9,153	12,910
251 CAPITAL DIST., DOVER (6,720)	7,623	10,180 11,180(25 YRS)	8,726	12,383 13,383(25 YRS)	9,403	13,260 14,460(25 YRS)
252 CONRAD DIST., WILMINGTON (6,864)	7,325	11,050	8,623	12,610	9,705	13,999
253 INDIAN RIVER, FRANKFORD (6,060)	7,473	9,730	8,676	10,933	9,603	11,860
254 MT. PLEASANT, WILMINGTON (6,070)	7,900	12,150 12,500(20 YRS)	8,900	13,600 14,100(20 YRS)	9,600	14,900 15,300(20 YRS)
255 NEWARK (13,796)	7,873	11,830	8,876	13,533	9,953	14,610

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT	PREPARATION LEVEL	INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.	MASTER'S NO. AVE.	SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE 8.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16
\$14,150	00C.	2 \$275	17 \$235	17 \$235	FULL CREDIT	NO	315	223
\$16,795	00C.	11 \$374	13 \$455	13 \$512	FULL CREDIT	NO	1,307	5,14 224
\$15,647	00C.	12 \$342	12 \$419	12 \$450	FULL CREDIT	NO	640	225
\$15,946	6 YRS	12 \$399	14 \$401	15 \$402	FULL CREDIT	NO	519	5 226
\$13,090	6 YRS	11 \$363	11 \$388	11 \$413	FULL CREDIT	NO	607	227
\$18,239	00C.	9 \$469	13 \$481	14 \$483	FULL CREDIT	NO	594	228
\$18,100	00C.	10 \$500	13 \$500	14 \$500	FULL CREDIT	NO	535	229
\$14,985	7 YRS	12 \$364	12 \$424	12 \$424	FULL CREDIT	NO	440	4 230
\$14,700	00C.	11 \$427	11 \$427	11 \$427	FULL CREDIT	NO	520	4 231
\$15,100	6 YRS	12 \$379	13 \$454	13 \$492	FULL CREDIT	NO	1,615	232
\$15,000	00C.	11 \$382	11 \$445	11 \$445	FULL CREDIT	NO	575	233
\$13,400	6 YRS	12 \$350	12 \$400	12 \$400	FULL CREDIT	NO	329	234
\$14,650	00C.	12 \$350	12 \$421	12 \$450	FULL CREDIT	NO	733	4 235
\$14,785	00C.	12 \$438	12 \$450	12 \$450	FULL CREDIT	NO	1,110	236
\$15,800	00C.	12 \$350	13 \$408	13 \$444	STEP 7	NO	331	237
\$15,100	00C.	10 \$460	10 \$490	11 \$472	FULL CREDIT	NO	346	238
\$13,515	00C.	11 \$384	11 \$416	11 \$447	STEP 6	NO	300	239
\$14,200	00C.	11 \$309	12 \$402	12 \$400	STEP 11	NO	359	240
\$17,484	00C.	11 \$400	13 \$443	14 \$500	STEP 7	NO	1,050	3, 4 241
\$14,650	00C.	11 \$373	12 \$388	12 \$429	STEP 6	NO	413	242
\$13,700	00C.	12 \$342	12 \$342	11 \$391	FULL CREDIT	NO	451	3 243
\$16,140	00C.	11 \$485	11 \$518	11 \$552	FULL CREDIT	NO	882	2 244
\$17,775	00C.	10 \$390	14 \$457	15 \$470	FULL CREDIT	NO	718	245
\$14,600	6 YRS	12 \$404	12 \$446	13 \$454	STEP 7	NO	518	246
\$16,800	00C.	11 \$404	14 \$422	15 \$440	FULL CREDIT	NO	476	3 247
\$13,950	6 YRS	13 \$273	13 \$392	13 \$427	FULL CREDIT	NO	327	3 248
\$16,709	00C.	16 \$298	17 \$331	17 \$353	STEP 11	NO	450	4 249
\$13,362	00C.	11 \$232	14 \$233	15 \$250	FULL CREDIT	NO	360	4 250
\$13,260	6 YRS	10 \$256	13 \$281	14 \$276	FULL CREDIT	NO	290	4 251
\$14,888	00C.	16 \$233	17 \$235	19 \$226	FULL CREDIT	8.A. MIN. = 1.00	304	252
\$12,362	00C.	10 \$226	10 \$226	10 \$226	FULL CREDIT	NO	275	4 253
\$16,020	7 YRS	15 \$283	15 \$313	16 \$331	STEP 6	NO	289	254
\$15,061	00C.	18 \$220	18 \$259	18 \$259	STEP 11	NO	747	255

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
DELAWARE (CONTINUED)						
256 NEW CASTLE (8,455)	\$7,748	\$11,630	\$8,751	\$13,433	\$ 9,553	\$14,510
257 STANTON (6,159)	7,873	11,593	9,029	13,409	9,816	14,526
DISTRICT OF COLUMBIA						
258 WASHINGTON (143,743)	7,800	12,070 13,000(19 YRS)	8,580	13,900 15,200(19 YRS)	8,970	14,290 15,600(19 YRS)
FLORIDA						
259 ALACHUA CO., GAINESVILLE (21,943)	6,900	10,184	7,769	11,053	8,259	11,544
260 BAY CO., PANAMA CITY (18,100)	6,510	9,030	7,135	9,655	7,660	10,180
261 BREVARD CO., TITUSVILLE (61,511)	6,500	10,460	7,420	11,380	8,340	12,300
262 BROWARD CO., FT. LAUDERDALE (116,337)	7,300	11,250 12,750(45 YRS)	8,100	12,050 13,550(45 YRS)	9,000	12,950 14,450(45 YRS)
263 CLAY CO., GREEN COVE SPRINGS (9,577)	6,400	9,400	7,200	10,200	7,700	10,700
264 COLLIER CO., NAPLES (8,600)	7,000	11,000	8,000	13,000	8,700	13,700
265 COLUMBIA CO., LAKE CITY (6,872)	6,800	10,064	7,888	11,152	8,432	11,696
266 DADE CO., MIAMI (239,218)	7,100	11,915	8,000	13,015	8,500	13,415
267 DUVAL CO., JACKSONVILLE (122,092)	6,800	9,800	7,500	10,700	8,200	11,300
268 ESCAMBIA CO., PENSACOLA (47,123)	6,150	10,025	7,050	10,925	7,450	11,325
269 GADSDEN CO., QUINCY (10,400)	6,600	9,200	7,500	10,100	8,200	10,700
270 HILLSBOROUGH CO., TAMPA (104,074)	6,400	10,000	7,100	10,700	7,450	11,050
271 INDIAN RIVER CO., VERO BEACH (7,500)	6,700	10,175	7,500	10,975	8,000	11,475
272 JACKSON CO., MARIANNA (8,600)	6,300	8,400	7,200	9,300	7,800	9,900
273 LAKE CO., TAVARES (15,717)	6,400	9,600	7,360	10,560	8,000	11,200
274 LEE CO., FT. MYERS (20,775)	6,800	10,150	7,800	11,150	8,500	11,850
275 LEON CO., TALLAHASSEE (21,026)	6,000	8,790	6,630	9,660	7,140	10,170
276 MANATEE CO., BREADONTON (16,691)	6,000	9,400	7,000	10,400	7,700	11,100
277 MARION CO., OCALA (17,480)	6,400	9,500	7,000	10,500	7,400	10,900
278 MONROE CO., KEY WEST (10,150)	7,050	10,300	8,000	12,050	8,650	12,800
279 OKALOOSA CO., CRESTVIEW (26,359)	6,500	9,425	7,250	10,175	8,000	10,925
280 ORANGE CO., ORLANDO (83,438)	6,900	11,385	7,728	12,213	...	...
281 PALM BEACH CO., WEST PALM BEACH (67,000)	7,100	11,360	7,952	12,723	8,307	13,291
282 PASCO CO., DADE CITY (12,383)	6,750	9,850	7,650	10,750	8,250	11,350
283 PINELLAS CO., CLEARWATER (85,151)	7,100	10,300	7,900	11,300	8,500	11,900
284 POLK CO., BARTOW (53,341)	6,650	10,100	7,650	11,100	8,350	11,800
285 PUTNAM CO., PALATKA (9,955)	6,300	9,198	7,300	10,658	7,800	11,388
286 ST. JOHNS CO., ST. AUGUSTINE (6,885)	6,300	9,513	6,800	10,094	7,400	10,675
287 ST. LUCIE CO., FORT PIERCE (11,112)	6,500	9,750	7,150	10,725	7,450	11,025
288 SANTA ROSA CO., MILTON (9,312)	6,400	9,696	7,360	10,656	7,616	10,912

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.	MASTER'S NO. AVE.	SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$15,062 DUC.	25 \$155	25 \$187	25 \$198	FULL CREDIT	NO	363	256	
\$15,308 DUC.	10 \$372	12 \$365	13 \$362	FULL CREDIT	B.A. MIN. = 1.00	297	257	
\$14,680 DUC.	12 \$356	12 \$443	12 \$443	STEP 10	NO	7,281	3 258	
\$12,040 DUC.	15 \$219	15 \$219	15 \$219	FULL CREDIT	B.A. MIN. = 1.00	887	259	
\$10,705 DUC.	15 \$168	15 \$168	15 \$168	STEP 7	NO	620	4 260	
\$12,300 6 YRS	15 \$264	15 \$264	15 \$264	FULL CREDIT	NO	2,556	261	
\$13,550 DUC.	15 \$263	15 \$263	15 \$263	STEP 9	NO	4,908	262	
\$11,600 DUC.	15 \$200	15 \$200	15 \$200	FULL CREDIT	NO	418	263	
\$14,000 DUC.	15 \$267	15 \$333	15 \$333	FULL CREDIT	NO	430	4 264	
\$12,240 DUC.	15 \$218	15 \$218	15 \$218	FULL CREDIT	B.A. MIN. = 1.00	395	265	
\$14,015 DUC.	15 \$321	15 \$334	15 \$328	STEP 12	NO	10,307	3 266	
\$12,000 DUC.	15 \$200	15 \$213	15 \$207	FULL CREDIT	NO	4,774	267	
\$11,925 DUC.	15 \$258	15 \$258	15 \$258	STEP 10	NO	2,044	268	
\$11,400 DUC.	20 \$130	20 \$130	20 \$125	FULL CREDIT	NO	500	4 269	
\$11,400 DUC.	15 \$240	15 \$240	15 \$240	FULL CREDIT	NO	4,575	3 270	
\$11,975 DUC.	15 \$232	15 \$232	15 \$232	FULL CREDIT	NO	370	4 271	
\$10,500 DUC.	15 \$140	15 \$140	15 \$140	FULL CREDIT	NO	440	4 272	
\$11,200 DUC.	15 \$213	15 \$213	15 \$213	STEP 11	B.A. MIN. = 1.00	742	273	
\$12,550 DUC.	15 \$223	15 \$223	15 \$223	STEP 10	NO	1,008	274	
\$10,680 DUC.	15 \$186	15 \$202	15 \$202	FULL CREDIT	B.A. MIN. = 1.00	974	4 275	
\$11,800 DUC.	15 \$227	15 \$227	15 \$227	STEP 8	NO	784	276	
\$11,400 DUC.	15 \$207	15 \$233	15 \$233	FULL CREDIT	NO	815	277	
\$13,400 DUC.	15 \$217	15 \$270	15 \$277	FULL CREDIT	NO	510	4 278	
\$11,675 DUC.	15 \$195	15 \$195	15 \$195	FULL CREDIT	NO	1,300	4 279	
\$13,041 DUC.	15 \$299	15 \$299	... ..	FULL CREDIT	NO	3,462	280
\$14,200 DUC.	15 \$284	15 \$318	15 \$332	STEP 10	B.A. MIN. = 1.00	3,150	4 281	
\$11,950 DUC.	15 \$207	15 \$207	15 \$207	FULL CREDIT	NO	570	282	
\$12,500 DUC.	15 \$213	15 \$227	15 \$227	FULL CREDIT	NO	3,481	3 283	
\$12,500 DUC.	15 \$230	15 \$230	15 \$230	STEP 10	NO	2,255	4 284	
\$12,118 DUC.	15 \$193	15 \$224	15 \$239	STEP 11	NO	458	285	
\$11,255 DUC.	15 \$214	15 \$220	15 \$218	FULL CREDIT	NO	307	286	
\$11,175 DUC.	15 \$217	15 \$238	15 \$238	STEP 10	B.A. MIN. = 1.00	485	4 287	
\$11,360 DUC.	15 \$220	15 \$220	15 \$220	STEP 6	B.A. MIN. = 1.00	440	4 288	

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
FLORIDA (CONTINUED)						
289 SARASOTA CO., MILTON (19,997)	\$6,300	\$10,269	\$6,993	\$11,529	\$ 7,749	\$11,844
290 SEMINOLE CO., SANFORD (21,423)	6,400	11,072	7,424	12,096	8,128	12,800
291 VOLUSIA CO., OELAND (32,674)	6,400	9,792	7,296	10,688	7,680	11,072
GEORGIA						
292 ATLANTA (105,220)	7,300	10,660	8,140	12,060	8,980	12,900
293 BALOWIN CO., MILLEDGEVILLE (6,590)	5,950	7,910	6,678	9,030	6,678 7,994(4)	10,150
294 BILBO CO., MACON (35,676)	6,400	8,908	7,128	10,498	7,128 8,444(4)	11,618
295 BULLOCH CO., STATESBORO (7,485)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
296 CARROLL CO. (EXCL. CARROLLTON) (7,500)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
297 CATOOSA CO., RINGGOLD (7,100)	5,900	7,860	6,728	9,080	6,728 8,044(4)	10,200
298 CHEROKEE CO., CANTON (6,950)	5,960	7,920	6,688	9,040	6,688 8,004(4)	10,160
299 CLARKE CO., ATHENS (10,942)	6,000	8,296	6,824	9,512	6,824 8,519(4)	10,950
300 CLAYTON CO., JONESBORO (24,530)	6,400	9,760	7,128	10,880	7,128 8,744(4)	12,000
301 COBB CO., (EXCL. MARIETTA) (44,737)	6,500	8,900	7,300	10,300	7,300 8,790(4)	11,320
302 COLQUITT CO., MOULTRIE (7,987)	6,000	7,960	6,728	9,080	6,728 8,044(4)	10,200
303 COWETA CO., NEWNAN (8,081)	6,150	8,200	6,928	9,445	6,928 8,334(4)	10,665
304 DECATUR CO., DAINBRIGE (6,000)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
305 DEKALB CO., (EXCL. DECATUR) (85,639)	6,824	10,468	7,156	12,124	7,156 8,754(4)	13,515
306 DOUGHERTY CO., ALBANY (22,731)	6,300	8,307	7,028	9,502	7,028 8,516(4)	10,747
307 FLOYD CO., (EXCL. ROME) (10,008)	6,075	8,110	6,853	9,330	6,903 8,244(4)	10,500
308 FULTON CO., (EXCL. ATLANTA) (35,341)	6,948	10,356 11,328(26 YRS)	7,644	11,532 12,648(26 YRS)	7,644 9,276(4)	12,720 13,968(26 YRS)
309 GLYNN CO., BRUNSWICK (12,554)	6,300	8,360 8,460(25 YRS)	7,228	9,680 9,780(25 YRS)	7,228 8,544(4)	10,800 10,900(25 YRS)
310 GRIFFIN-SPALDING CO., GRIFFIN (9,386)	6,100	8,260	6,828	9,380	6,828 8,244(4)	10,500
311 GWINNETT CO., LAWRENCEVILLE (15,900)	6,200	8,160	6,928	9,280	6,928 8,244(4)	10,400
312 HALL CO., (EXCL. GAINESVILLE) (10,758)	5,976	8,076	6,756	9,264	6,756 8,160(4)	10,464
313 HENRY CO., MC DONOUGH (6,355)	6,100	8,560	6,828	9,680	6,828 8,294(3)	10,800
314 HOUSTON CO., PERRY (15,943)	6,600	8,560	7,328	9,680	7,328 8,644(4)	10,800

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEOLE OERIVED AS INOX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$12,222	DOC.	14	\$284	14	\$324	14	\$293	STEP 9	NO	895	289
\$12,800	6 YRS	15	\$311	15	\$311	15	\$311	FULL CREDIT	B.A. MIN. = 1.00	873	290
\$11,392	DOC.	15	\$226	15	\$226	15	\$226	STEP 8	B.A. MIN. = 1.00	1,383	291
\$13,740	DOC.	12	\$280	14	\$280	14	\$280	STEP 4	B.A. MIN. = 1.00	4,753	292
\$11,270	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	235	4,30 293
\$12,738	7 YRS	14	\$179	18	\$187	18	\$249	STEP 11	NO	1,427	4, 6,30 294
\$10,920	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	304	6 295
\$10,920	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	260	4 296
\$11,320	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	256	3, 4,30 297
\$11,280	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	240	4,30 298
\$12,120	7 YRS	14	\$164	14	\$192	14	\$295	FULL CREDIT	NO	475	299
\$13,120	DOC.	14	\$240	14	\$268	14	\$348	FULL CREDIT	NO	1,057	3 300
\$12,490	DOC.	15	\$160	15	\$200	14	\$287	FULL CREDIT	NO	1,681	3 301
\$11,320	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	324	3, 4, 6,30 302
\$11,895	7 YRS	14	\$146	14	\$180	14	\$267	FULL CREDIT	NO	327	303
\$10,920	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	240	4 304
\$14,773	DOC.	14	\$260	19	\$261	20	\$318	FULL CREDIT	NO	3,478	305
\$11,867	7 YRS	14	\$143	14	\$177	14	\$266	STEP 7	NO	1,013	3, 4,30 306
\$11,620	DOC.	14	\$145	14	\$177	14	\$257	FULL CREDIT	NO	374	3, 4,30 307
\$13,896	7 YRS	14	\$243	14	\$278	14	\$363	STEP 6	B.A. MIN. = 1.00	1,651	308
\$12,020	7 YRS	14	\$147	14	\$175	14	\$255	STEP 7	NO	505	309
\$11,620	DOC.	14	\$154	14	\$182	14	\$262	STEP 6	NO	372	310
\$11,520	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	690	4,30 311
\$11,652	DOC.	14	\$150	14	\$179	14	\$265	FULL CREDIT	NO	389	312
\$11,920	DOC.	14	\$176	14	\$204	14	\$284	FULL CREDIT	NO	289	313
\$11,920	DOC.	14	\$140	14	\$168	14	\$248	FULL CREDIT	NO	676	314

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
GEORGIA (CONTINUED)						
315 LOWNOES CO., (EXCL. VALOOSTA) (6,373)	\$5,800	\$ 7,760	\$6,528	\$ 8,880	\$ 6,528	\$10,000
316 MUSCOGEE CO., COLUMBUS (41,644)	6,600	8,560	7,328	10,055	7,328 8,644(4)	11,175
317 RICHMOND CO., AUGUSTA (35,700)	5,950	8,710	6,678	9,830	6,678 8,119(4)	10,950
318 ROME (6,265)	6,050	8,110	6,828	9,330	6,828 8,194(4)	10,475
319 SAVANNAH-CHATHAM CO., SAVANNAH (40,761)	6,400	8,605	7,219	9,865	7,219 8,700(4)	11,125
320 TIFT CO., TIFTON (7,200)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
321 VALDOSTA (7,592)	5,700	7,760 7,860(21 YRS)	6,428	8,880 8,980(21 YRS)	6,428 7,844(4)	10,000 10,100(21 YRS)
322 WALKER CO., LA FAYETTE (11,112)	6,100	8,060	6,928	9,280	6,928	10,500
323 WHITEFIELD CO. (EXCL. DALTON) (8,500)	5,600	7,560	6,328	8,680	6,328 7,644(4)	9,800
HAWAII						
324 HONOLULU (180,209)	7,177	9,984 11,856(21 YRS)	7,780	10,874 12,938(21 YRS)	7,780 9,176(3)	11,856 14,131(21 YRS)
IDAH0						
325 BOISE (22,505)	6,200	8,494	6,944	10,044	7,502	10,788
326 IDAHO FALLS (10,064)	6,100	8,601	6,771	9,638	...	...
327 LEWISTON (6,073)	6,360	8,522	6,678	10,176	6,868	10,875
328 POCA TELLO (11,730)	6,000	7,474	6,670	8,969	7,145	9,884
329 TWIN FALLS (6,087)	6,050	8,180	6,960	9,085	...	...
ILLINOIS						
330 ALTON (13,293)	7,600	11,020	8,360	12,692	8,968	13,908
331 ARLINGTON HEIGHTS (ELEM.) (11,431)	7,800	12,168	8,736	14,508	9,516	15,288
332 AURORA (WEST SIDE) (10,453)	8,000	11,250	8,900	13,690	...	16,290
333 BLOOMINGTON (7,225)	7,550	10,390	8,715	12,303	9,531	13,535
334 CHAMPAIGN (11,886)	7,700	9,400	9,600	14,000	10,600	15,200
335 CHICAGO (584,071)	9,333	14,870	9,970	15,920	10,380	16,740
336 DECATUR (20,899)	7,350	11,025 11,392(24 YRS)	8,085	12,128 12,495(24 YRS)	8,820	13,230 13,598(24 YRS)
337 DES PLAINES (ELEM.) (7,273)	7,600	11,640 11,740(20 YRS)	8,495	13,440 13,540(20 YRS)	8,495 11,170(4)	16,175 16,275(20 YRS)
338 DOWNERS GROVE (ELEM.) (6,272)	7,920	10,771 11,563(MERIT)	8,554	15,048 15,840(MERIT)	9,266	16,315 17,107(MERIT)
339 EAST MAINE, NILES (ELEM.) (7,279)	7,500	10,750	8,300	13,650	8,800	15,050
340 EVANSTON (ELEM.) (10,454)	7,700	10,780	8,470	12,782	9,086	14,091
341 FREEPORT (7,338)	7,400	10,510	8,660	12,730	9,620	14,280
342 GLENBARO, GLEN ELLYN (H.S.) (7,020)	8,475	11,949 12,967(29 YRS)	9,322	16,441 17,713(29 YRS)	9,322 10,763(3)	17,034 17,802(29 YRS)
343 GRANITE CITY (14,839)	8,400	13,600	9,150	14,350	9,400	14,600
344 HARLEM DIST., ROCKFORD (13,670)	7,900	11,850	9,480	14,220	11,060	15,800
345 JOLIET (ELEM.) (12,047)	8,300	10,850 12,930(25 YRS)	9,000	13,100 13,680(25 YRS)	9,600	13,700 14,280(25 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED- AMOUNT PREPARATION LEVEL	INCREMENTS--MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.	MASTER'S NO. AVE.	SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$11,020 DOC.	14 \$140	14 \$168	14 \$248	FULL CREDIT	NO	265	315	
\$12,295 7 YRS	14 \$140	19 \$144	19 \$202	FULL CREDIT	NO	1,840	316	
\$12,070 DUC.	22 \$125	22 \$143	22 \$194	FULL CREDIT	NO	1,550	4,35 317	
\$11,595 DOC.	14 \$147	14 \$179	14 \$261	FULL CREDIT	NO	246	3, 4, 6,30 318	
\$12,385 7 YRS	14 \$158	15 \$176	15 \$260	FULL CREDIT	NO	1,553	319	
\$10,920 DOC.	14 \$140	14 \$168	14 \$248	FULL CREDIT	NO	275	320	
\$11,120 DUC.	14 \$144	14 \$175	14 \$255	FULL CREDIT	NO	295	3, 4, 6,30 321	
\$11,720 7 YRS	14 \$140	14 \$168	14 \$255	FULL CREDIT	NO	426	322	
\$10,920 DUC.	14 \$140	14 \$168	14 \$248	FULL CREDIT	NO	350	4 323	
\$12,938 DUC.	8 \$363	8 \$387	8 \$509	STEP 7	NO	7,948	3 324	
\$10,788 6 YRS	10 \$229	12 \$258	13 \$253	STEP 6	NO	981	325	
\$10,004 M. A. +	13 \$192	15 \$191	...	FULL CREDIT	B.A. MIN. = 1.00	393	326	
\$10,875 6 YRS	8 \$270	10 \$350	11 \$364	STEP 4	B.A. MIN. = 1.00	217	6 327	
\$ 9,884 6 YRS	11 \$134	11 \$209	11 \$249	FULL CREDIT	NO	504	328	
\$ 9,085 M.A.	16 \$133	16 \$133	...	STEP 7	NO	255	329	
\$14,060 6 YRS +	9 \$380	12 \$361	14 \$353	FULL CREDIT	NO	656	330	
\$15,288 6 YRS	12 \$364	15 \$385	15 \$385	STEP 8	B.A. MIN. = 1.00	500	4 331	
\$16,290 6 YRS	8 \$406	12 \$399	...	FULL CREDIT	NO	523	10 332	
\$14,459 DUC.	10 \$284	11 \$326	13 \$323	FULL CREDIT	NO	364	333	
\$16,500 DUC.	4 \$425	11 \$400	12 \$383	FULL CREDIT	NO	710	334	
\$17,200 DUC.	14 \$396	14 \$425	14 \$454	STEP 8	NO	25,403	2 335	
\$14,332 7 YRS	10 \$368	11 \$368	12 \$368	STEP 9	NO	919	3 336	
\$16,175 6 YRS	12 \$337	15 \$330	16 \$461	STEP 9	NO	378	3 337	
\$16,315 6 YRS	14 \$204	21 \$309	23 \$306	STEP 11	NO	278	5, 7 338	
\$15,550 7 YRS	9 \$361	16 \$334	19 \$329	STEP 7	NO	421	339	
\$17,017 DUC.	11 \$280	13 \$332	15 \$334	STEP 6	B.A. MIN. = 1.00	475	3, 4, 7 340	
\$14,650 6 YRS +	10 \$311	13 \$313	15 \$311	FULL CREDIT	NO	359	3, 4 341	
\$17,373 6 YRS +	11 \$316	14 \$509	14 \$551	STEP 10	B.A. MIN. = 1.00	385	342	
\$14,600 6 YRS	11 \$473	11 \$473	11 \$473	FULL CREDIT	NO	674	343	
\$15,800 6 YRS	10 \$395	12 \$395	12 \$395	STEP 7	B.A. MIN. = 1.00	404	4 344	
\$13,700 6 YRS	9 \$283	14 \$293	14 \$293	STEP 6	NO	543	345	

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ILLINOIS (CONTINUED)							
346	MAINE TWP. PARK RIDGE (H.S.) (11,300)	\$8,000	\$11,995	\$8,650	\$15,400	\$ 9,350	\$16,600
347	MOLINE (12,520)	7,600	11,700	8,740	14,820	9,500	15,990
348	NILES TWP., SKOKIE (H.S.) (7,963)	8,360	10,904	9,300	16,126	10,032	16,857
349	PALATINE (ELEM.) (11,929)	7,730	12,501	8,735	14,240	9,353	14,858
350	PARK RIDGE (ELEM.) (6,578)	7,600	12,160	8,588	13,452	9,728	14,592
351	PEKIN (ELEM.) (6,000)	7,500	10,650 11,150(35 YRS)	8,250	11,850 12,350(35 YRS)	9,000	12,600 13,100(35 YRS)
352	PEORIA (26,287)	7,500	10,200	8,100	12,312	8,700	13,572
353	QUINCY (9,738)	7,600	10,600	8,500	13,100	9,200	15,800
354	ROCKFORD (43,397)	7,400	10,863	8,554	12,402	9,709	14,711
355	ROCK ISLAND (11,670)	7,800	12,300	9,050	14,675	9,850	15,850
356	SOUTH STICKNEY, BURBANK (6,250)	8,450	12,050	9,450	13,550	9,950	14,050
357	SPRINGFIELD (23,500)	7,800	11,505	9,360	13,806	10,920	15,737
358	URBANA (6,700)	7,400	11,100	8,300	13,000	9,200	13,850
359	VILLA PARK (ELEM.) (6,822)	7,900	10,530	8,848	13,365	9,796	15,552
360	WAUKEGAN (ELEM.) (14,717)	7,900	10,744	8,690	15,200 15,634(20 YRS)	9,322	15,832 16,206(20 YRS)
361	WORTH, DIST. 218 (H.S.) (7,068)	8,400	12,689	9,240	16,184	9,660	16,775
INDIANA							
362	ANDERSON (17,139)	7,300	10,300	7,700	13,100	8,000	13,400
363	BARTHOLOMEW DIST., COLUMBUS (13,657)	7,593	10,058	7,958	13,680	8,558	14,280
364	EAST ALLEN CO., NEW HAVEN (12,189)	7,350	11,613	7,791	13,671	8,391	14,271
365	EAST CHICAGO (10,016)	8,100	12,023 12,880(25 YRS)	8,425	13,313 14,305(25 YRS)	8,926	13,864 15,263(25 YRS)
366	EVANSVILLE (33,957)	7,445	10,530	7,790	13,700	8,201	14,111
367	FORT WAYNE (43,016)	7,450	12,516	8,195	14,006	8,642	14,453
368	GARY (48,770)	8,042	11,995 12,359(30 YRS)	8,403	13,360 13,724(30 YRS)	8,868	13,846 14,210(30 YRS)
369	GREATER CLARK CO., JEFFERSONVILLE (12,250)	7,200	10,352	7,444	12,988	7,865	14,026
370	HAMMOND (23,635)	7,650	11,934 12,852(22 YRS)	8,032	13,540 14,573(24 YRS)	8,109	14,229 15,376(24 YRS)
371	HUNTINGTON (8,386)	7,125	10,275	7,660	12,366	8,010	12,716
372	INDIANAPOLIS (106,086)	7,200	11,300	7,700	13,300	8,200	13,800
373	KOKOMO (12,900)	7,500	11,000	7,632	13,500	8,162	14,200
374	LAFAYETTE (10,558)	7,200	10,728	7,920	14,076	...	...
375	LAKE RIDGE, GARY (6,010)	7,974	12,318	8,536	14,291	8,877	14,869
376	LAWRENCE (9,564)	6,850	10,275 10,960(20 YRS)	7,330	12,878	7,730	13,278
377	MARION (11,918)	7,375	10,768	7,670	13,422	7,670 9,882(7)	13,865
378	MICHIGAN CITY (13,264)	7,480	10,600 11,100(41 YRS)	7,740	13,220 13,720(41 YRS)	7,940	13,870 14,370(41 YRS)
379	MISHAWAKA (7,136)	7,216	11,546	7,793	13,566	8,193	13,966
380	MONROE CO., BLOOMINGTON (13,124)	6,550	9,170 9,603(30 YRS)	6,970	13,100 13,533(30 YRS)	7,441	13,572 14,004(30 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS- BACHELOR'S NO. AVE.	MINIMUM TO MASTER'S NO. AVE.	MAXIMUM SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEOULE OERIEVO AS INOEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES		
8	9	10	11	12	13	14	15	16	
\$17,800	DOC.	15 \$266	15 \$450	17 \$426	STEP 10	NO	726	3, 6	346
\$15,990	6 YRS	10 \$410	15 \$405	16 \$406	FULL CREDIT	B.A. MIN. = 1.00	579		347
\$19,263	DOC.	7 \$363	15 \$455	17 \$401	FULL CREDIT	NO	525		348
\$14,858	6 YRS	13 \$367	15 \$367	15 \$367	FULL CREDIT	NO	550		349
\$16,112	7 YRS	17 \$268	17 \$286	17 \$286	STEP 12	B.A. MIN. = 1.00	304		350
\$12,600	6 YRS	12 \$262	12 \$300	12 \$300	FULL CREDIT	NO	268	4	351
\$14,400	DOC.	9 \$300	13 \$324	14 \$348	STEP 7	B.A. MIN. = 1.00	1,187		352
\$18,600	DOC.	12 \$250	15 \$307	18 \$367	STEP 8	NO	473		353
\$14,711	6 YRS	9 \$385	10 \$385	13 \$385	FULL CREDIT	B.A. MIN. = 1.00	2,098	3	354
\$15,850	6 YRS	12 \$375	15 \$375	16 \$375	STEP 10	NO	449		355
\$14,050	6 YRS	10 \$360	11 \$373	11 \$373	FULL CREDIT	NO	260		356
\$16,517	6 YRS +	10 \$370	12 \$370	13 \$370	STEP 7	B.A. MIN. = 1.00	1,103		357
\$14,750	7 YRS	13 \$285	13 \$362	13 \$358	STEP 11	NO	272	3, 6	358
\$15,552	6 YRS	10 \$263	13 \$347	16 \$360	STEP 8	B.A. MIN. = 1.00	295		359
\$16,464	DOC.	9 \$316	15 \$434	15 \$434	FULL CREDIT	NO	800		360
\$17,216	DOC.	10 \$429	16 \$434	16 \$445	STEP 10	NO	367		361
\$13,400	6 YRS	12 \$250	18 \$300	18 \$300	FULL CREDIT	NO	783	1, 4	362
\$14,680	DOC.	14 \$176	17 \$337	17 \$337	FULL CREDIT	NO	597	2	363
\$14,271	6 YRS	17 \$251	17 \$346	17 \$346	FULL CREDIT	NO	561		364
\$13,864	6 YRS	14 \$280	14 \$349	14 \$353	FULL CREDIT	NO	476	1	365
\$14,933	DOC.	17 \$181	17 \$348	17 \$348	FULL CREDIT	NO	1,396	1, 4	366
\$15,124	DOC.	17 \$298	17 \$342	17 \$342	FULL CREDIT	B.A. MIN. = 1.00	1,609	4	367
\$14,332	DOC.	14 \$282	15 \$330	15 \$332	STEP 9	NO	2,013	1, 4	368
\$14,026	6 YRS	14 \$225	18 \$308	18 \$342	FULL CREDIT	NO	542	23	369
\$14,535	DOC.	14 \$306	16 \$344	16 \$383	STEP 11	B.A. MIN. = 1.00	1,121	2	370
\$13,603	DOC.	18 \$175	18 \$261	18 \$261	STEP 7	NO	384	1, 4	371
\$14,300	DOC.	13 \$315	18 \$311	18 \$311	FULL CREDIT	NO	4,433	1	372
\$14,200	6 YRS	16 \$219	16 \$367	16 \$377	FULL CREDIT	NO	590	2	373
\$14,076	M.A.	14 \$252	19 \$324	...	FULL CREDIT	NO	486		374
\$15,612	DOC.	24 \$181	25 \$230	25 \$240	STEP 9	NO	244		375
\$13,428	DOC.	16 \$214	16 \$347	16 \$347	FULL CREDIT	B.A. MIN. = 1.00	437	1	376
\$13,865	6 YRS	15 \$226	16 \$359	16 \$387	FULL CREDIT	NO	559		377
\$13,870	6 YRS	16 \$195	16 \$342	16 \$371	FULL CREDIT	NO	656	2, 4	378
\$13,966	6 YRS	15 \$289	18 \$321	18 \$321	STEP 11	NO	306	2	379
\$15,720	DOC.	12 \$218	13 \$472	13 \$472	FULL CREDIT	B.A. MIN. = 1.00	632	2	380

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
INDIANA (CONTINUED)						
381 MUNCIE (17,770)	\$7,490	\$10,368	\$7,972	\$13,215	\$ 8,272	\$13,515
382 NEW ALBANY-FLOYD CO., NEW ALBANY (12,019)	7,200	9,972	7,848	13,248	8,640	14,400
383 NEW CASTLE (6,700)	7,600	9,800	8,100	12,850	8,350	13,100
384 NORTH LAWRENCE SCHOOLS, BEOFORO (6,712)	7,036	9,507	7,272	12,314	7,472	12,514
385 PERRY TWP., INDIANAPOLIS (11,440)	6,800	9,656 10,546(20 YRS)	7,344	12,920 13,600(20 YRS)	...	...
386 PORTAGE TWP. (9,075)	7,600	11,324 11,932(25 YRS)	7,980	13,300 13,908(25 YRS)	...	...
387 RICHMOND (11,680)	7,205	10,200	7,500	13,494	7,500 9,627(6)	13,956
388 SOUTH BEND (36,003)	7,100	11,076	7,668	13,344	8,236	13,916
389 TIPPECANOE, LAFAYETTE (7,554)	7,000	9,450	7,700	13,370	8,100	13,770
390 VIGO CO., TERRE HAUTE (22,559)	7,100	10,082 10,792(39 YRS)	7,526	12,283 13,703(39 YRS)	8,236	12,993 14,413(39 YRS)
391 WARREN TWP., INDIANAPOLIS (9,774)	7,052	11,072 11,354(15 YRS)	7,616	13,399	8,039	13,963
392 WARRICK CO., BOUNVILLE (7,388)	7,530	10,374	7,728	13,020	8,228	13,520
393 WASHINGTON TWP., INDIANAPOLIS (15,674)	7,060	10,872 11,014(20 YRS)	7,625	13,379 13,732(20 YRS)	8,048	13,944 14,297(20 YRS)
394 WAYNE TWP., INDIANAPOLIS (12,910)	7,000	10,936	7,680	13,168	...	...
IOWA						
395 AMES (6,025)	7,250	10,875	8,700	13,702	9,425	14,935
396 BURLINGTON (7,928)	7,025	10,116	7,973	12,083	8,606	13,031
397 CEDAR FALLS (6,749)	7,000	10,780	7,900	13,885	8,500	15,115
398 CEDAR RAPIDS (24,682)	7,300	9,850	8,212	13,176	8,868	14,124
399 CLINTON (7,483)	7,125	10,475	7,840	12,115	8,335	13,395
400 COUNCIL BLUFFS (15,274)	7,000	9,660	7,840	11,900	8,540	13,300
401 DAVENPORT (23,585)	7,300	10,622	8,614	13,870	9,344	14,600
402 DES MOINES (45,517)	7,300	11,570	8,030	13,140	8,615	14,160
403 DUBUQUE (12,860)	7,066	10,952	7,702	12,436	8,338	13,072
404 FORT DOUGLASS (7,927)	7,100	10,740 11,440(30 YRS)	7,900	12,180 12,880(30 YRS)	8,700	13,415 14,115(30 YRS)
405 IOWA CITY (9,287)	7,275	11,205	8,005	12,805	8,730	14,405
406 MARSHALLTOWN (7,002)	7,150	10,654	8,151	12,656	8,723	13,943
407 MASON CITY (7,721)	7,200	10,550	8,225	12,450	8,870	13,450
408 MUSCATINE (6,800)	7,100	11,005 11,255(30 YRS)	7,952	12,496 12,746(30 YRS)	8,520	13,455 13,705(30 YRS)
409 OTTUMWA (8,285)	7,000	9,520	7,700	11,795	8,540	13,440
410 SIOUX CITY (18,413)	7,050	10,364	7,826	12,161	8,601	13,748
411 WATERLOO (19,973)	7,200	10,872 11,304(18 YRS)	8,280	12,456 13,032(18 YRS)	9,000	13,320 14,040(18 YRS)
412 WEST DES MOINES (6,100)	7,200	10,343	7,964	12,457	8,291	13,976
KANSAS						
413 HUTCHINSON (8,670)	6,500	8,275	7,000	9,850	7,400	10,850
414 JUNCTION CITY (7,006)	6,400	8,448 8,948(30 YRS)	6,848	9,920 10,420(30 YRS)	7,296	10,880 11,380(30 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS--MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$13,515	DOC.	16	\$180	18	\$291	18	\$291	FULL CREDIT	NO	798	2	381
\$14,400	6 YRS	13	\$213	16	\$338	16	\$360	FULL CREDIT	B.A. MIN. = 1.00	495	1	382
\$13,100	6 YRS	10	\$220	18	\$264	18	\$264	FULL CREDIT	NO	270	1, 4	383
\$12,614	6 YRS +	19	\$130	19	\$265	19	\$265	FULL CREDIT	NO	295	22	384
\$12,920	M.A.	10	\$286	16	\$348	...	...	FULL CREDIT	NO	486	1, 4	385
\$13,069	M.A.	15	\$248	15	\$355	...	...	FULL CREDIT	B.A. MIN. = 1.00	337	2	386
\$14,650	DOC.	10	\$300	18	\$333	18	\$359	FULL CREDIT	NO	460	1	387
\$15,336	DOC.	14	\$284	18	\$316	18	\$316	STEP 11	NO	1,625	2	388
\$13,770	6 YRS	10	\$245	18	\$315	18	\$315	FULL CREDIT	NO	335		389
\$14,413	DOC.	10	\$298	14	\$340	14	\$340	FULL CREDIT	B.A. MIN. = 1.00	1,042	2	390
\$14,386	DOC.	10	\$402	15	\$386	15	\$395	FULL CREDIT	B.A. MIN. = 1.00	447	23	391
\$13,520	6 YRS	17	\$167	17	\$311	17	\$311	FULL CREDIT	NO	269		392
\$13,744	6 YRS	11	\$340	15	\$384	16	\$369	STEP 7	B.A. MIN. = 1.00	729	1, 4	393
\$13,168	M.A.	12	\$328	16	\$343	...	...	FULL CREDIT	NO	595	2	394
\$16,892	DOC.	13	\$279	14	\$357	14	\$394	FULL CREDIT	B.A. MIN. = 1.00	337	6	395
\$13,348	6 YRS +	10	\$309	13	\$316	14	\$316	STEP 8	B.A. MIN. = 1.00	390	8	396
\$15,415	6 YRS +	12	\$315	19	\$315	21	\$315	STEP 11	NO	354	6	397
\$15,244	DOC.	10	\$255	17	\$292	18	\$292	FULL CREDIT	NO	1,205		398
\$14,110	6 YRS +	11	\$305	13	\$329	15	\$337	FULL CREDIT	B.A. MIN. = 1.00	334	6	399
\$14,350	DOC.	10	\$266	13	\$312	15	\$317	FULL CREDIT	B.A. MIN. = 1.00	639		400
\$15,330	DOC.	10	\$332	15	\$350	15	\$350	FULL CREDIT	B.A. MIN. = 1.00	1,126	4	401
\$14,460	DOC.	13	\$328	14	\$365	15	\$370	STEP 11	NO	1,913	4,31	402
\$13,425	6 YRS +	12	\$324	12	\$394	12	\$394	STEP 10	B.A. MIN. = 1.00	594	5	403
\$13,415	6 YRS +	14	\$260	14	\$306	14	\$337	STEP 10	NO	371	6	404
\$15,405	DOC.	12	\$328	12	\$400	12	\$473	STEP 12	B.A. MIN. = 1.00	497		405
\$15,873	DOC.	12	\$242	14	\$322	14	\$373	STEP 11	NO	338		406
\$15,005	DOC.	12	\$279	13	\$325	14	\$327	STEP 10	NO	420	4	407
\$13,455	6 YRS	13	\$300	15	\$303	16	\$308	FULL CREDIT	B.A. MIN. = 1.00	280	4, 6	408
\$13,440	6 YRS	9	\$280	13	\$315	14	\$350	FULL CREDIT	NO	390		409
\$13,748	6 YRS	14	\$237	15	\$289	16	\$322	STEP 10	B.A. MIN. = 1.00	901		410
\$13,320	6 YRS	12	\$306	12	\$348	12	\$360	STEP 11	NO	887	6	411
\$14,572	DOC.	9	\$349	13	\$346	14	\$406	STEP 9	NO	265	4	412
\$11,400	6 YRS +	10	\$178	12	\$238	15	\$230	STEP 9	NO	399		413
\$10,860	6 YRS	8	\$256	12	\$256	14	\$256	STEP 8	B.A. MIN. = 1.00	330		414

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
KANSAS (CONTINUED)							
415	KANSAS CITY (34,387)	\$6,800	\$ 9,800	\$7,365	\$11,235 11,565(32 YRS)	\$ 8,010	\$12,460 12,790(32 YRS)
416	LAWRENCE (8,484)	6,200	8,926	6,820	10,106	7,378	10,974
417	SALINA (10,661)	6,550	8,712	7,205	10,808	7,795	11,921
418	SHAWNEE MISSION (46,007)	6,850	8,213	7,656	11,693	8,074	12,806
419	TOPEKA (23,590)	6,600	8,650 9,050(20 YRS)	7,167	10,550 10,950(20 YRS)	7,167	11,296 11,696(20 YRS)
420	WICHITA (60,856)	6,700	9,040	7,225	11,125	7,640	11,995
KENTUCKY							
421	ASHLAND (6,000)	6,150	7,935	6,745	8,530	7,340	9,125
422	BOONE CO., BURLINGTON (6,970)	6,100	8,850	6,600	9,350	7,100	9,850
423	BULLITT CO., SHEPHERSVILLE (7,398)	6,100	8,725	6,500	9,125	6,900	9,525
424	CHRISTIAN CO., HOPKINSVILLE (6,879)	5,550	7,450	5,950	7,900	6,350	8,350
425	COVINGTON (8,469)	6,350	8,950	6,850	9,450	7,350	9,950
426	FAYETTE CO., LEXINGTON (36,211)	6,148	8,177	6,640	9,038	7,009	9,775
427	HARDIN CO.(EXCL.ELIZABETHTOWN) (8,750)	5,800	8,365	6,200	8,945	6,600	9,525
428	HOPKINS CO., MADISONVILLE (7,609)	5,500	7,410	6,050	7,960	6,600	8,510
429	JEFFERSON CO. (EXCL.LOUISVILLE) (94,805)	6,300	10,080	6,868	10,786	7,436	11,501
430	LOUISVILLE (52,448)	6,391	10,226	6,902	10,737	7,414	11,248
431	MCCRACKEN CO. (EXCL. PADUCAH) (6,541)	5,950	8,100 8,225(20 YRS)	6,400	8,750 8,875(20 YRS)	6,850	9,200 9,325(20 YRS)
432	OWENSBORO (7,617)	6,240	8,112	6,864	10,296	7,488	10,920
433	PADUCAH (6,116)	6,150	8,200	6,350	8,800	6,650	9,400
434	PERRY CO. (EXCL. HAZARD) (6,500)	5,484	7,009	5,883	7,455	6,325	7,900
435	PIKE CO. (EXCL. PIKEVILLE) (15,317)	5,664	7,340	6,060	7,760	6,510	8,230
LOUISIANA							
436	ACADIA PARISH, CROWLEY (11,505)	7,000	8,900 9,300(25 YRS)	7,200	9,750 10,150(25 YRS)	7,200	10,400 10,800(25 YRS)
437	ASCENSION PARISH, DONALSONVILLE (8,400)	7,200	9,600	7,400	10,400	7,400 8,550(6)	11,000
438	AVOYELLES PARISH, MARKSVILLE (9,567)	7,000	8,900	7,200	9,800	7,200	10,500
439	BEAUREGARD PARISH, OBERLIN (6,500)	7,100	9,000	7,300	9,900	7,300 8,150(6)	10,600
440	BOGALUSA (6,000)	6,920	9,120	7,120	10,020	7,120 8,270(6)	10,720
441	BOSSIER PARISH, BENTON (18,600)	7,000	9,000	7,200	9,900	7,200 8,150(6)	10,600
442	CALCASIEU PARISH, SHREVEPORT (53,855)	7,400	9,500	7,500	10,400	7,600	11,100
443	CALCASIEU PARISH, LAKE CHARLES (38,626)	7,300	9,400	7,500	10,300	7,500	11,000
444	CONCORDIA PARISH, VIOALIA (6,660)	6,500	8,700	6,700	9,600	6,700	10,300

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$12,460	6 YRS	12	\$250	15	\$258	17	\$262	STEP 7	NO	1,489	415
\$10,106	OOC.	15	\$182	11	\$299	12	\$300	STEP 8	B.A. MIN. = 1.00	437	6 416
\$11,921	6 YRS	11	\$197	15	\$240	17	\$243	STEP 9	B.A. MIN. = 1.00	438	417
\$13,572	6 YRS +	6	\$227	13	\$311	15	\$315	FULL CREDIT	NO	2,028	418
\$12,115	OOC.	9	\$228	14	\$241	14	\$295	STEP 9	B.A. MIN. = 1.00	1,213	6 419
\$12,690	OOC.	9	\$260	12	\$325	13	\$335	FULL CREDIT	NO	3,151	420
\$ 9,125	6 YRS	12	\$149	12	\$149	12	\$149	FULL CREDIT	NO	249	4 421
\$ 9,850	6 YRS	15	\$183	15	\$183	15	\$183	FULL CREDIT	NO	279	4 422
\$ 9,525	6 YRS	15	\$175	15	\$175	15	\$175	STEP 10	NO	284	5 423
\$ 8,350	6 YRS	13	\$146	13	\$150	13	\$154	STEP 7	NO	324	424
\$ 9,950	6 YRS	14	\$186	14	\$186	14	\$186	STEP 10	NO	350	425
\$10,329	OOC.	11	\$184	13	\$184	15	\$184	STEP 10	NO	1,625	3 426
\$ 9,525	6 YRS	15	\$171	15	\$183	15	\$195	STEP 10	NO	497	427
\$ 8,510	6 YRS	10	\$191	10	\$191	10	\$191	STEP 7	NO	325	4 428
\$11,501	6 YRS	13	\$291	14	\$280	15	\$271	STEP 10	B.A. MIN. = 1.00	3,731	3, 4 429
\$11,248	6 YRS	15	\$256	15	\$256	15	\$256	STEP 10	B.A. MIN. = 1.00	2,268	3 430
\$ 9,200	OOC.	10	\$215	12	\$196	12	\$196	STEP 7	NO	315	431
\$12,228	OOC.	11	\$170	11	\$312	11	\$312	FULL CREDIT	B.A. MIN. = 1.00	343	432
\$ 9,400	6 YRS	11	\$186	13	\$188	15	\$183	FULL CREDIT	NO	305	4 433
\$ 7,900	6 YRS	10	\$152	10	\$157	10	\$158	FULL CREDIT	NO	281	4 434
\$ 8,230	6 YRS	10	\$168	10	\$170	10	\$172	FULL CREDIT	NO	590	435
\$10,900	OOC.	10	\$190	11	\$232	11	\$291	STEP 7	NO	475	436
\$11,000	6 YRS	10	\$240	11	\$273	12	\$300	FULL CREDIT	NO	335	4,30 437
\$11,000	OOC.	10	\$190	11	\$236	12	\$275	FULL CREDIT	NO	470	438
\$10,600	6 YRS	10	\$190	11	\$236	12	\$275	FULL CREDIT	NO	280	439
\$11,220	OOC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	NO	220	4,30 440
\$11,100	OOC.	10	\$200	11	\$245	12	\$283	FULL CREDIT	NO	740	4,30 441
\$11,600	OOC.	12	\$175	14	\$207	14	\$250	FULL CREDIT	NO	2,377	30 442
\$11,500	OOC.	10	\$210	11	\$255	12	\$292	FULL CREDIT	NO	1,677	443
\$10,800	OOC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	NO	310	4,30 444

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FDDTNOTES	
8	9	10	11	12	13	14	15	16				
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	280	4	445
\$11,650	DDC.	10	\$220	11	\$263	12	\$300	FULL CREDIT	ND	2,939		446
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	244	4	447
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	280	4	448
\$10,900	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	660	4,30	449
\$11,500	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	443		450
\$11,660	DDC.	11	\$308	12	\$308	12	\$317	STEP 7	ND	2,400	3, 4	451
\$10,800	DDC.	10	\$180	11	\$227	12	\$267	FULL CREDIT	ND	400	4,30	452
\$11,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	839	30	453
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	315	4	454
\$10,300	6 YRS	10	\$190	11	\$236	12	\$275	STEP 7	ND	459	4	455
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	457		456
\$10,300	DDC.	10	\$200	11	\$245	12	\$283	FULL CREDIT	ND	415	4	457
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	470	4	458
\$11,500	DDC.	11	\$300	12	\$300	12	\$300	STEP 13	ND	4,363		459
\$11,060	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	792		460
\$10,900	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	247		461
\$11,100	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	1,273	4,30	462
\$10,300	DDC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	ND	329		463
\$11,747	DDC.	11	\$238	12	\$308	12	\$320	FULL CREDIT	ND	538		464
\$11,300	DDC.	10	\$250	12	\$272	12	\$271	FULL CREDIT	ND	378		465
\$11,500	6 YRS	10	\$240	11	\$305	12	\$358	FULL CREDIT	ND	292		466
\$11,100	DDC.	8	\$275	10	\$270	11	\$309	FULL CREDIT	ND	1,037		467
\$11,000	6 YRS +	9	\$222	10	\$270	11	\$309	FULL CREDIT	ND	411		468
\$10,400	6 YRS	10	\$215	11	\$268	12	\$300	STEP 7	ND	729		469
\$11,050	DDC.	10	\$195	11	\$250	12	\$288	FULL CREDIT	ND	715	4,30	470
\$11,000	6 YRS	10	\$200	11	\$268	12	\$325	FULL CREDIT	ND	925	30	471

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		MINIMUM AND MAXIMUM SALARIES					
		BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
LOUISIANA (CONTINUED)							
472	VERMILION PARISH, ABBEVILLE (9,805)	\$6,600	\$ 8,800	\$6,800	\$ 9,700	\$ 6,800 7,950(6)	\$10,400
473	VERNON PARISH, LEESVILLE (9,215)	6,000	8,200	6,200	9,100	6,500	10,100
474	WEBSTER PARISH, MINOEN (10,156)	6,700	8,780	6,900	9,680	6,900	10,380
MAINE							
475	BANGOR (7,064)	6,400	9,928	7,056	10,945	7,779	12,067
476	LEWISTON (6,694)	6,500	9,750	7,000	10,500	7,500	11,250
477	PORTLAND (13,831)	6,780	10,170	7,458	11,526	7,797	12,204
MARYLAND							
478	ALLEGANY CO., CUMBERLAND (17,635)	6,900	11,090 11,290(20 YRS)	6,900 8,500(4)	11,900 12,100(20 YRS)	7,240 8,840(4)	12,240 12,440(20 YRS)
479	ANNE ARUNDEL CO., ANNAPOLIS (71,963)	7,588	12,135 12,584(25 YRS)	8,328	13,325 13,800(25 YRS)	8,328 10,469(4)	14,091 14,541(24 YRS)
480	BALTIMORE (192,668)	7,500	11,700 12,200(20 YRS)	8,000	12,400 12,900(20 YRS)	8,500	12,900 13,400(20 YRS)
481	BALTIMORE CO., TOWSON (133,680)	7,200	11,200 13,200(35 YRS)	7,800	14,300 16,300(35 YRS)	8,820	14,980 16,980(35 YRS)
482	CARROLL CO., WESTMINSTER (16,621)	7,040	11,475	7,674	12,250 12,602(21 YRS)	8,307	12,883 13,235(21 YRS)
483	CECIL CO., ELKTON (11,939)	7,000	11,620	7,700	12,320	8,300	12,920
484	CHARLES CO., LA PLATA (12,431)	7,300	10,300	7,900	12,500 12,800(19 YRS)	8,500	13,100 13,400(19 YRS)
485	DORCHESTER CO., CAMBRIDGE (6,338)	6,950	10,772 11,467(16 YRS)	7,645	11,467 12,162(16 YRS)	8,340	12,162 12,510(16 YRS)
486	FREDERICK CO. (19,392)	7,175	11,120	7,895	12,915 13,455(19 YRS)	8,610	13,635 14,170(19 YRS)
487	HARTFORD CO., BEL AIR (30,670)	7,500	12,540 12,940(25 YRS)	8,250	13,920 14,320(25 YRS)	9,000	15,300 15,700(25 YRS)
488	HOWARD CO., CLARKSVILLE (17,277)	7,500	12,276 13,470(24 YRS)	8,550	14,122 14,918(24 YRS)	9,000	14,572 15,368(24 YRS)
489	MONTGOMERY CO., ROCKVILLE (124,115)	7,613	10,354	8,527	15,455	9,136	16,064
490	PRINCE GEORGE'S CO., UPPER MARLBORO (160,637)	7,600	13,224 13,756(24 YRS)	9,120	15,200 15,732(24 YRS)	9,880	15,960 16,492(24 YRS)
491	ST. MARY'S CO., LEONAROTOWN (11,206)	7,300	11,955	7,970	12,679	7,970 9,781(4)	13,404
492	WASHINGTON CO., HAGERSTOWN (23,639)	7,200	11,040	7,590	12,075 12,765(23 YRS)	7,590 9,315(4)	13,110 13,800(24 YRS)
493	WORCESTER CO., SNOW HILL (6,732)	7,100	11,150	7,600	11,950	7,800	12,150
MASSACHUSETTS							
494	ATTLEBORO (7,210)	7,400	11,900	8,100	12,600	8,600	13,100
495	BEVERLY (8,232)	6,400	10,240 10,990(17 YRS)	7,040	11,260 12,010(17 YRS)	7,680	12,290 13,040(17 YRS)
496	BILLERICA (8,976)	7,300	11,500	7,800	12,000	...	12,400
497	BOSTON (96,139)	7,600	12,900	8,200	13,700	8,800	14,500
498	CAMBRIDGE (10,202)	8,208	13,824	9,008	14,624	10,208	15,824

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$10,900	DOC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	NO	454	472
\$10,300	DOC.	10	\$220	11	\$264	12	\$300	FULL CREDIT	NO	367	473
\$10,860	DOC.	10	\$208	11	\$253	12	\$290	STEP 7	NO	505	474
\$13,304	DOC.	9	\$392	9	\$432	9	\$476	FULL CREDIT	NO	316	475
\$12,000	DOC.	10	\$325	10	\$350	10	\$375	FULL CREDIT	NO	269	476
\$12,882	DOC.	10	\$339	12	\$339	13	\$339	FULL CREDIT	B.A. MIN. = 1.00	590	477
\$13,260	DOC.	13	\$322	13	\$385	13	\$385	FULL CREDIT	NO	725	478
\$14,841	DOC.	10	\$455	11	\$536	11	\$591	FULL CREDIT	NO	3,565	479
\$13,400	DOC.	13	\$323	13	\$338	13	\$338	STEP 11	NO	7,871	3 480
\$15,660	DOC.	9	\$444	13	\$500	13	\$500	FULL CREDIT	NO	5,896	481
\$13,517	DOC.	13	\$341	13	\$352	13	\$352	FULL CREDIT	B.A. MIN. = 1.00	713	482
\$13,720	DOC.	13	\$355	13	\$355	13	\$355	FULL CREDIT	B.A. MIN. = 1.00	505	4 483
\$13,700	DOC.	9	\$333	14	\$329	14	\$329	FULL CREDIT	NO	540	484
\$13,552	DOC.	11	\$347	11	\$347	11	\$347	FULL CREDIT	NO	274	485
\$14,350	DOC.	11	\$359	14	\$359	14	\$359	FULL CREDIT	NO	938	486
\$15,700	DOC.	14	\$360	14	\$405	14	\$450	STEP 11	B.A. MIN. = 1.00	1,313	25 487
\$15,072	DOC.	12	\$398	14	\$398	14	\$398	FULL CREDIT	OTHER	824	488
\$16,064	6 YRS	6	\$457	13	\$533	13	\$533	STEP 6	NO	6,212	489
\$16,740	DOC.	13	\$433	13	\$468	13	\$468	STEP 8	NO	7,754	490
\$14,128	DOC.	13	\$358	13	\$362	13	\$418	FULL CREDIT	NO	515	491
\$14,490	DOC.	12	\$320	13	\$345	14	\$394	FULL CREDIT	B.A. MIN. = 1.00	915	492
\$12,150	6 YRS	12	\$338	13	\$335	13	\$335	FULL CREDIT	NO	302	493
\$13,400	DOC.	10	\$450	10	\$450	10	\$450	FULL CREDIT	NO	353	4 494
\$13,310	DOC.	10	\$384	10	\$422	10	\$461	FULL CREDIT	NO	398	3 495
\$12,400	6 YRS	10	\$420	10	\$420	...	...	FULL CREDIT	NO	434	10 496
\$15,300	DOC.	8	\$662	8	\$688	8	\$712	STEP 4	NO	4,652	3, 5 497
\$16,624	DOC.	10	\$562	10	\$562	10	\$562	STEP 6	NO	724	498

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
MASSACHUSETTS (CONTINUED)						
499 CHELMSFORD (8,755)	\$7,560	\$11,655	\$8,400	\$12,705	\$ 8,715	\$13,020
500 FALL RIVER (12,783)	6,800	10,500	7,400	11,100	8,000	11,700
501 FITCHBURG (7,382)	7,400	11,600	8,100	12,400	8,900	13,100
502 HAVERHILL (9,186)	7,000	10,500	7,700	11,200	8,400	12,250
503 HOLYOKE (9,229)	7,000	10,200	7,500	11,000	8,000	11,500
504 LEOMINSTER (6,781)	7,050	10,928	7,550	11,985	7,550 9,518(3)	12,690
505 LOWELL (15,994)	7,500	11,000	8,100	11,600	8,600	12,100
506 MEDFORD (11,138)	7,100	11,300	7,800	12,000	8,400	12,600
507 NATICK (8,659)	7,200	11,400	7,700	12,600	8,200	13,100
508 NEEHAM (7,572)	7,500	12,350 13,850(MERIT)	8,100	13,175 14,825(MERIT)	8,700	13,975 15,625(MERIT)
509 NORWOOD (7,257)	7,400	12,000	8,100	13,200	8,700	13,800
510 PEABODY (10,014)	7,300	10,725	7,900	11,900	8,500	12,550
511 PITTSFIELD (12,686)	7,250	11,232	7,900	12,245	8,300	12,865
512 QUINCY (17,106)	7,500	12,300	8,250	13,575	9,000	14,850
513 RANDOLPH (6,829)	7,300	11,400	7,800	12,826	8,300	13,356
514 REVERE (7,567)	7,450	12,400 13,400(40 YRS)	8,350	13,300 14,300(40 YRS)	8,950	13,900 14,900(40 YRS)
515 SALEM (6,533)	7,560	11,585	8,269	12,339	8,923	12,993
516 SAUGUS (6,131)	7,526	11,660	8,162	12,826	8,798	13,409
517 SPRINGFIELD (31,343)	7,596	11,552	8,124	12,080	8,651	12,607
518 STOUGHTON (6,209)	7,300	12,000	7,900	13,000	8,300	13,500
519 TAUNTON (6,843)	7,100	11,000	7,600	12,200	8,100	12,700
520 WALTHAM (11,415)	7,632	12,482	8,182	13,282	8,632	13,732
521 WELLESLEY (6,140)	7,700	12,450	8,250	13,725	8,550	14,785
522 WESTFIELD (6,955)	7,095	11,214	7,796	11,915	8,498	12,617
523 WORCESTER (30,183)	7,200	11,200	7,900	11,900	8,500	12,500
MICHIGAN						
524 ALPENA (8,200)	8,050	10,868	8,850	14,208	9,338	14,892
525 ANN ARBOR (20,101)	7,700	12,700	8,300	15,100	8,600	15,600
526 BATTLE CREEK (10,498)	8,000	12,950	8,400	14,650	8,730	14,980
527 BAY CITY (16,747)	8,000	12,800	8,873	14,000	9,273	14,400
528 BEDFORD, TEMPERANCE (6,423)	7,304	11,833	8,163	12,674	9,022	13,515
529 BENTON HARBOR (11,316)	7,500	12,000	8,100	13,500	8,700	14,100
530 BERKLEY (8,173)	8,050	13,300	8,855	15,300	9,700	16,100
531 CARMAN (9,000)	8,300	13,520	9,151	14,906	11,123	16,434
532 CENTER LINE (6,434)	8,635	14,232	9,325	16,157	9,930	17,204
533 CLARKSTON (6,466)	7,840	12,490 13,420(20 YRS)	8,465	13,550 14,566(20 YRS)	9,250	14,550 15,610(20 YRS)
534 DEARBORN (20,884)	8,250	13,375	9,000	15,200	9,450	15,650
535 DETROIT (283,454)	8,277	13,443	9,153	15,500	9,453	16,200
536 FLINT (45,236)	8,500	13,260	9,030	14,945	9,570	15,840
537 FRASER (7,616)	8,500	13,200	9,200	16,100	9,800	17,100
538 GARDEN CITY (13,679)	8,050	12,880	9,258	15,134	10,385	16,261

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM				MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES	
8	9	BACHELOR'S NO. AVE.	10	MASTER'S NO. AVE.	11	SIX YEARS NO. AVE.	12	13	14	15	16	
\$13,020	6 YRS	10	\$410	10	\$430	10	\$430	FULL CREDIT	NO	447		499
\$11,900	DOC.	10	\$370	10	\$370	10	\$370	FULL CREDIT	NO	628	3, 4	500
\$13,600	7 YRS	10	\$420	10	\$430	10	\$420	FULL CREDIT	NO	295		501
\$13,650	7 YRS	10	\$350	10	\$350	11	\$350	STEP 14	NO	441		502
\$12,000	DOC.	10	\$320	11	\$318	11	\$318	STEP 7	NO	398	3	503
\$13,395	DOC.	11	\$353	12	\$370	12	\$428	STEP 7	B.A. MIN. = 1.00	300	3	504
\$12,600	DOC.	8	\$438	8	\$438	8	\$438	FULL CREDIT	NO	736	9	505
\$13,300	DOC.	11	\$382	11	\$382	11	\$382	FULL CREDIT	NO	513	3	506
\$12,900	DOC.	11	\$2.2	11	\$445	11	\$445	FULL CREDIT	NO	421	3	507
\$14,575	DOC.	11	\$441	11	\$461	11	\$480	STEP 11	NO	475	8	508
\$13,800	6 YRS	10	\$460	11	\$464	11	\$464	FULL CREDIT	NO	434		509
\$13,225	DOC.	10	\$342	11	\$364	11	\$368	FULL CREDIT	NO	480		510
\$13,485	DOC.	11	\$362	11	\$395	11	\$415	STEP 10	NO	728		511
\$14,850	6 YRS	9	\$533	10	\$533	11	\$532	STEP 7	B.A. MIN. = 1.00	857		512
\$13,356	6 YRS	9	\$456	11	\$457	11	\$460	FULL CREDIT	NO	325		513
\$14,550	DOC.	9	\$550	9	\$550	9	\$550	FULL CREDIT	NO	415		514
\$13,747	DOC.	10	\$402	10	\$407	10	\$407	STEP 6	NO	357		515
\$14,045	DOC.	11	\$376	11	\$424	11	\$419	STEP 7	NO	291		516
\$13,135	DOC.	11	\$360	11	\$360	11	\$360	FULL CREDIT	NO	1,311	28	517
\$13,500	M.A.	10	\$470	10	\$510	10	\$520	FULL CREDIT	NO	291		518
\$13,200	DOC.	9	\$433	11	\$418	11	\$418	FULL CREDIT	NO	329		519
\$15,482	DOC.	10	\$485	10	\$510	10	\$510	FULL CREDIT	NO	598		520
\$14,785	6 YRS	11	\$432	11	\$498	11	\$567	STEP 10	NO	343	8	521
\$13,318	DOC.	11	\$374	11	\$374	11	\$374	FULL CREDIT	NO	320		522
\$13,100	DOC.	9	\$444	9	\$444	9	\$444	FULL CREDIT	NO	1,568	3	523
\$15,899	DOC.	7	\$403	11	\$487	11	\$505	STEP 7	NO	328	4	524
\$17,000	DOC.	10	\$500	10	\$680	10	\$700	FULL CREDIT	NO	1,070	3	525
\$15,640	DOC.	11	\$450	12	\$521	12	\$521	STEP 7	NO	519		526
\$14,400	6 YRS	11	\$436	11	\$466	11	\$466	STEP 11	B.A. MIN. = 1.00	676	3	527
\$13,515	6 YRS	10	\$453	10	\$451	10	\$449	FULL CREDIT	NO	222	3	528
\$14,100	6 YRS	10	\$450	12	\$450	12	\$450	STEP 8	B.A. MIN. = 1.00	487	3	529
\$16,100	6 YRS	9	\$583	9	\$716	9	\$711	FULL CREDIT	NO	406	3	530
\$16,434	6 YRS	10	\$522	10	\$576	10	\$531	FULL CREDIT	NO	395	4	531
\$17,204	M. A. +	10	\$560	10	\$683	10	\$727	STEP 5	NO	257	4	532
\$14,550	6 YRS	10	\$465	10	\$508	10	\$530	STEP 6	NO	265	4	533
\$16,700	DOC.	9	\$569	10	\$620	10	\$620	STEP 5	NO	1,159	3	534
\$16,500	DOC.	11	\$517	11	\$635	12	\$613	STEP 9	NO	10,533	3	535
\$16,140	DOC.	11	\$433	11	\$538	11	\$570	STEP 8	NO	1,989		536
\$17,100	6 YRS	9	\$522	10	\$690	10	\$730	FULL CREDIT	NO	298		537
\$17,388	DOC.	10	\$483	11	\$534	11	\$534	STEP 11	B.A. MIN. = 1.00	551	3	538

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
MICHIGAN (CONTINUED)							
539	GRAND RAPIDS (35,010)	\$7,800	\$11,600 11,900(22 YRS)	\$8,400	\$13,800 14,400(22 YRS)	\$ 8,700	\$14,100 14,700(22 YRS)
540	GROSSE POINTE (13,287)	8,700	14,320 15,016(23 YRS)	10,000	16,330 17,026(23 YRS)	10,627	16,957 17,653(23 YRS)
541	HAZEL PARK (8,016)	8,100	13,850	8,900	15,650	9,600	16,350
542	HIGHLAND PARK (7,708)	8,800	14,300 14,700(15 YRS)	9,600	16,500 16,900(15 YRS)	10,000	16,900 17,300(15 YRS)
543	JACKSON (13,594)	8,600	13,803	9,228	15,471	9,856	16,572
544	KALAMAZOO (17,832)	8,000	13,120	8,640	14,800	9,280	15,440
545	L'ANSE CREUSE DIST., MT. CLEMENS (7,960)	8,350	13,652	9,300	16,136	9,800	17,003
546	LANSING (32,931)	7,850	12,560	8,478	14,287	9,106	14,915
547	LAPEER (6,323)	7,700	12,000	8,200	13,000	...	...
548	LINCOLN PARK (11,571)	8,050	13,005	8,925	15,010	9,875	16,050
549	LIVONIA (38,237)	8,240	13,678	9,064	15,656	9,364	15,956
550	MUSKEGON (10,166)	7,825	12,677 13,877(42 YRS)	8,295	13,929 15,129(42 YRS)	8,451	14,163 15,363(42 YRS)
551	NILES (6,703)	8,056	12,084	8,700	14,098	9,506	14,904 16,112(MERIT)
552	PORT HURON (15,380)	8,500	12,731	9,350	14,960	10,200	15,810
553	REOFORD (9,463)	8,000	13,072 13,464(25 YRS)	8,720	15,048 15,499(25 YRS)	9,440	16,016 16,496(25 YRS)
554	ROCHESTER (9,350)	8,300	13,900	9,200	15,800	10,100	17,700
555	ROSEVILLE (14,400)	8,000	13,000	8,500	15,000	9,000	15,500
556	SAGINAW (22,790)	8,400	13,667	9,097	15,288	9,685	16,800
557	SOUTHFIELD (16,257)	8,464	13,648	8,993	16,300	9,522	16,822
558	TAYLOR (18,486)	8,640	14,256	9,450	16,378	10,206	17,188
559	UTICA (20,064)	8,600	14,104 15,604(24 YRS)	9,632	16,598 18,098(24 YRS)	10,836	18,318 19,818(24 YRS)
560	WALLEO LAKE (11,200)	8,100	13,333	8,667	15,001	9,113	15,763
561	WARREN (32,317)	8,200	13,999	9,300	16,599	10,100	17,399
562	WARREN WOODS, WARREN (9,259)	8,453	13,525	9,129	16,189	9,890	17,160
563	WAYNE (23,136)	8,050	12,850	8,600	15,045	9,150	15,545 16,100(15 YRS)
564	WYANDOTTE (8,248)	8,600	13,786	9,294	14,915	...	...
565	WYOMING (7,697)	7,867	12,272	8,103	13,373	8,417	14,474
566	YPSILANTI (7,700)	8,150	13,000	8,800	15,300	9,100	15,700
MINNESOTA							
567	ANOKA-HENNEPIN, ANOKA (27,607)	7,550	11,775	8,550	14,925	9,350	16,270
568	AUSTIN (7,506)	7,200	11,984	7,920	13,629	8,460	14,509
569	BLUOMINGTON (25,216)	7,725	12,592	9,038	15,914	10,043	17,227
570	BRAINERD (6,542)	6,900	11,380	7,800	12,380	...	...
571	BURNSVILLE (7,781)	7,700	11,374	8,600	15,222	8,600	17,220
572	COLUMBIA HEIGHTS (7,842)	7,700	12,500 12,700(20 YRS)	8,665	15,805 16,005(20 YRS)	9,440	16,940 17,140(20 YRS)
573	DIST. 833, COTTAGE GROVE (9,926)	7,500	11,750	8,500	15,200	...	...
574	DULUTH (23,076)	7,200	11,500	8,200	14,000	8,650	14,450
575	MANKATO (8,474)	7,300	12,075	8,300	14,094	9,200	15,032

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$14,600	DOC.	10 \$380	11 \$491	11 \$491	STEP 6	NO	1,705	3, 4	539		
\$17,897	DOC.	10 \$562	10 \$633	10 \$633	FULL CREDIT	NO	592	6	540		
\$17,050	DOC.	8 \$731	8 \$844	8 \$844	STEP 5	NO	339	4	541		
\$17,700	DOC.	10 \$550	10 \$690	10 \$690	FULL CREDIT	NO	343		542		
\$18,868	DOC.	11 \$473	11 \$568	11 \$611	STEP 12	NO	641		543		
\$16,080	DOC.	11 \$465	13 \$474	13 \$474	STEP 7	B.A. MIN. = 1.00	748		544		
\$17,003	6 YRS	9 \$589	11 \$621	11 \$655	STEP 7	MIN. EA. CLASS = 1.00	310	4	545		
\$15,465	DOC.	9 \$523	11 \$528	11 \$528	STEP 9	B.A. MIN. = 1.00	1,584	3, 4	546		
\$13,000	M.A.	10 \$430	10 \$480	...	FULL CREDIT	NO	259	3	547		
\$18,477	DOC.	9 \$551	9 \$676	9 \$686	FULL CREDIT	NO	331	3	548		
\$16,556	DOC.	9 \$604	11 \$599	11 \$599	STEP 8	B.A. MIN. = 1.00	1,734	5, 8	549		
\$14,320	7 YRS	12 \$404	12 \$470	12 \$476	STEP 11	NO	493	3	550		
\$16,112	6 YRS	10 \$403	12 \$450	12 \$450	FULL CREDIT	B.A. MIN. = 1.00	299		551		
\$16,915	DOC.	11 \$385	10 \$561	10 \$561	FULL CREDIT	B.A. MIN. = 1.00	700		552		
\$16,016	6 YRS	9 \$564	9 \$703	9 \$731	STEP 7	B.A. MIN. = 1.00	396	3	553		
\$19,600	DOC.	10 \$560	10 \$660	10 \$760	STEP 5	NO	382	5	554		
\$15,900	DOC.	9 \$556	9 \$722	9 \$722	STEP 6	NO	572		555		
\$18,060	7 YRS	11 \$479	11 \$563	11 \$647	STEP 8	NO	1,088		556		
\$16,622	6 YRS	9 \$576	11 \$664	11 \$664	STEP 5	NO	801		557		
\$19,166	DOC.	8 \$702	9 \$770	9 \$776	FULL CREDIT	NO	740	4	558		
\$19,264	DOC.	10 \$550	10 \$697	10 \$748	STEP 7	NO	865	4	559		
\$15,763	6 YRS	10 \$523	11 \$576	11 \$604	FULL CREDIT	NO	440	3, 4	560		
\$17,399	6 YRS	9 \$644	9 \$811	9 \$811	STEP 6	B.A. MIN. = 1.00	1,516		561		
\$17,160	6 YRS	9 \$564	10 \$706	10 \$727	STEP 7	NO	387	5	562		
\$16,100	DOC.	9 \$533	10 \$644	10 \$640	FULL CREDIT	NO	908	3	563		
\$14,915	M.A.	10 \$519	9 \$625	...	STEP 5	NO	358		564		
\$14,474	6 YRS	9 \$489	9 \$586	9 \$673	STEP 6	NO	381		565		
\$16,100	6 YRS +	10 \$485	10 \$650	10 \$660	STEP 7	B.A. MIN. = 1.00	410	4	566		
\$15,575	6 YRS +	11 \$384	12 \$531	12 \$577	STEP 6	NO	1,158		567		
\$14,509	6 YRS	12 \$399	12 \$476	12 \$504	STEP 7	NO	342	6	568		
\$18,772	DOC.	11 \$442	11 \$625	11 \$653	FULL CREDIT	NO	960	4	569		
\$12,780	M. A. +	13 \$345	13 \$352	...	STEP 8	NO	320		570		
\$17,220	6 YRS	9 \$408	13 \$509	13 \$663	STEP 6	NO	369		571		
\$17,325	6 YRS +	11 \$436	12 \$595	12 \$625	STEP 9	NO	326	4	572		
\$15,800	M. A. +	11 \$386	12 \$558	...	STEP 8	NO	439		573		
\$15,000	DOC.	11 \$391	11 \$527	11 \$527	FULL CREDIT	NO	984	3	574		
\$15,434	DOC.	12 \$398	12 \$483	12 \$486	STEP 7	NO	385		575		

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
MINNESOTA (CONTINUED)						
576 MINNEAPOLIS (66,263)	\$7,600	\$12,530 12,630(20 YRS)	\$8,370	\$15,980 16,080(25 YRS)	\$ 8,875	\$17,730 17,830(25 YRS)
577 MINNETONKA, EXCELSIOR (8,058)	7,700	10,390	8,780	15,860	9,605	16,760
578 MOORHEAD (7,300)	7,100	10,400	8,100	12,675	8,850	14,150
579 NORTH ST. PAUL-MAPLEWOOD NORTH ST. PAUL (11,878)	7,675	12,992	8,662	15,682	9,449	17,132
580 USSED (13,100)	7,700	12,500	8,600	15,400	9,500	16,300
581 RICHFIELD (10,462)	7,825	12,130	8,880	15,870	9,555	17,105
582 ROBBINSDALE (28,101)	7,760	12,500 13,100(25 YRS)	8,900	15,800 16,400(25 YRS)	9,755	16,795 17,395(25 YRS)
583 ROCHESTER (16,187)	7,300	11,864	8,000	14,676	8,700	15,955
584 ROSEVILLE (13,008)	7,675	10,438	8,903	15,811	9,364	16,271
585 ST. CLOUD (11,791)	7,300	11,711	8,176	13,948	8,833	15,253
586 ST. LOUIS PARK (10,300)	7,500	11,700	8,357	15,375	9,029	16,714
587 ST. PAUL (48,106)	7,600	12,550	8,500	15,825 16,325(25 YRS)	9,300	17,250 17,750(25 YRS)
588 STILLWATER (7,307)	7,600	11,932	8,360	15,428	8,740	16,188
589 WAYZATA (6,143)	7,700	11,396	8,855	15,862	9,702	17,171
590 WEST ST. PAUL (6,205)	7,550	11,702 12,152(25 YRS)	8,456	15,326 15,776(25 YRS)	9,136	16,534 17,438(25 YRS)
591 WHITE BEAR LAKE (10,767)	7,700	12,835	8,485	15,960	9,176	16,853
MISSISSIPPI						
592 BILOXI (9,280)	6,200	7,180 7,480(25 YRS)	6,500	7,600 7,900(25 YRS)	...	...
593 GREENVILLE (12,431)	6,100	7,000	6,400	7,300	...	...
594 GULFPORT (8,904)	6,050	6,710 6,830(MERIT)	6,350	7,010 7,130(MERIT)	...	...
595 HARRISON CO., (EXCL. GULFPORT) (8,600)	6,065	6,790	6,390	7,115	...	...
596 HINOS CU. (EXCL. JACKSON) (10,200)	5,650	6,480	5,975	6,805	...	...
597 JACKSON (30,758)	6,300	8,568	7,056	9,828	7,812	11,088
598 JONES CO. (EXCL. LAUREL) (7,825)	5,812	6,412	6,200	6,800	...	...
599 MERIDIAN (11,014)	6,050	7,370	6,600	8,250	7,150	9,020
600 MOSS POINT (6,970)	6,100	6,820	6,600	7,320	...	...
601 NATCHEZ (8,353)	6,208	7,396	6,712	8,116	...	...
602 PASCAGOULA (7,356)	6,275	7,700	6,775	8,260	...	...
MISSOURI						
603 COLUMBIA (10,790)	6,800	8,976	7,480	10,336	8,024	11,016
604 FERGUSON-FLORISSANT, FERGUSON (19,226)	7,200	11,016	7,992	12,384	8,928	13,896
605 FOX OIST. 6, ARNOLD (9,403)	7,300	11,388	8,030	12,118	...	...
606 HICKMAN MILLS (14,439)	6,700	9,159	7,738	11,303	8,475	12,804
607 INDEPENDENCE (16,992)	6,800	8,840	7,820	10,744	7,820 10,200(5)	12,240
608 JEFFERSON CITY (6,549)	6,800	8,296	7,344	9,520	...	...
609 KANSAS CITY (72,403)	6,850	10,865	7,250	12,895	7,450	13,095
610 KIRKWOOD (9,277)	6,800	10,675	7,820	13,532	8,364	14,076
611 LINDBERGH (12,284)	7,300	10,256	7,957	13,651	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOULE OERIVED AS INOEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES
8	9	10		11		12		13		14		15	16
\$18,095	DUC.	11	\$448	13	\$585	14	\$633	STEP	8	NO		3,142	576
\$18,560	DUC.	7	\$384	11	\$644	11	\$650	FULL CREDIT		NO		373	577
\$14,150	6 YRS	12	\$275	13	\$352	13	\$408	STEP	8	NO		340	578
\$17,615	6 YRS +	13	\$409	13	\$540	13	\$591	STEP	7	NO		569	579
\$16,300	6 YRS	12	\$400	12	\$567	12	\$567	STEP	7	NO		565	580
\$18,560	DUC.	9	\$478	11	\$635	11	\$686	FULL CREDIT		NO		453	581
\$17,805	DUC.	11	\$431	11	\$627	11	\$640	STEP	7	NO		1,209	582
\$15,955	6 YRS	12	\$380	13	\$514	14	\$518	STEP	8	NO		897	583
\$17,039	DUC.	6	\$461	12	\$576	12	\$576	FULL CREDIT		NO		617	584
\$15,700	6 YRS +	11	\$401	12	\$481	12	\$535	STEP	9	NO		553	585
\$18,064	DUC.	11	\$382	11	\$638	11	\$699	STEP	9	NO		539	3 586
\$17,975	DUC.	11	\$450	12	\$610	12	\$663	STEP	9	NO		2,227	587
\$16,492	6 YRS +	12	\$361	13	\$544	13	\$573	STEP	7	NO		348	588
\$18,480	DUC.	8	\$462	11	\$637	11	\$679	FULL CREDIT		NO		316	5, 7 589
\$16,988	6 YRS +	10	\$415	12	\$573	12	\$616	STEP	7	B.A. MIN. = 1.00		263	590
\$17,363	6 YRS +	13	\$395	13	\$575	13	\$589	FULL CREDIT		NO		465	591
\$ 8,000	DUC.	12	\$ 82	12	\$ 92	...	...	STEP	11	NO		429	4 592
\$ 7,300	M.A.	9	\$100	9	\$100	...	...	STEP	7	NO		535	593
\$ 7,010	M.A.	6	\$110	6	\$110	...	...	STEP	7	NO		399	594
\$ 7,115	M.A.	6	\$121	6	\$121	...	...	FULL CREDIT		NO		330	4 595
\$ 6,805	M.A.	7	\$119	7	\$119	...	...	FULL CREDIT		NO		541	596
\$11,088	6 YRS	9	\$252	11	\$252	13	\$252	STEP	7	NO		1,475	597
\$ 6,800	M.A.	6	\$100	6	\$100	...	...	STEP	7	NO		318	4 598
\$ 9,020	6 YRS	12	\$110	15	\$110	17	\$110	STEP	6	NO		479	4 599
\$ 7,320	M.A.	6	\$120	6	\$120	...	...	FULL CREDIT		NO		281	600
\$ 8,116	M.A.	11	\$108	13	\$108	...	...	FULL CREDIT		NO		381	601
\$ 8,260	M.A.	10	\$143	10	\$148	...	...	STEP	9	NO		295	4 602
\$11,628	7 YRS	11	\$198	13	\$220	14	\$214	STEP	6	B.A. MIN. = 1.00		479	6 603
\$13,696	6 YRS	11	\$347	13	\$338	15	\$331	STEP	8	NO		891	6 604
\$12,483	M. A. +	14	\$292	14	\$292	...	...	STEP	6	NO		327	605
\$12,804	6 YRS	7	\$351	10	\$356	12	\$361	STEP	7	B.A. MIN. = 1.00		629	606
\$12,240	6 YRS	6	\$340	8	\$366	10	\$442	FULL CREDIT		B.A. MIN. = 1.00		639	607
\$ 9,520	M.A.	10	\$150	16	\$136	...	...	STEP	5	B.A. MIN. = 1.00		297	608
\$13,395	DUC.	11	\$365	14	\$403	14	\$403	STEP	7	NO		2,585	3 609
\$14,960	DUC.	10	\$387	12	\$476	12	\$476	FULL CREDIT		B.A. MIN. = 1.00		471	610
\$14,600	M. A. +	9	\$328	12	\$475	...	...	STEP	7	B.A. MIN. = 1.00		549	611

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
MISSOURI (CONTINUED)						
612 MEHLVILLE (11,388)	\$7,400	\$11,300	\$8,400	\$13,340	\$ 9,400	\$14,340
613 NORMANDY DIST., ST. LOUIS (9,282)	7,000	11,200	7,700	13,090	8,400	14,280
614 NORTH KANSAS CITY (22,840)	7,000	8,000	8,100	12,000	9,300	14,000
615 PARKWAY DIST. CHESTERFIELD (19,974)	7,200	9,950 10,950(MERIT)	7,900	12,700 13,700(MERIT)	8,300	13,100 14,100(MERIT)
616 PATTONVILLE (12,325)	7,200	9,921	8,640	13,413	9,360	15,084
617 RAYTOWN (16,063)	6,800	9,676	8,044	11,747	9,013	13,566
618 ROCKWOOD, EUREKA (8,583)	7,400	11,100	8,288	13,616	8,880	14,208
619 ST. CHARLES (8,723)	7,100	11,650 11,005(16 YRS)	8,023	12,638 12,993(19 YRS)	8,236	13,206 13,561(20 YRS)
620 ST. JOSEPH (17,439)	6,700	9,000	7,350	10,530	7,850	11,030
621 ST. LOUIS (110,935)	7,200	12,240	7,920	12,960	8,640	13,680
622 SPRINGFIELD (25,484)	6,740	9,600	7,640	11,600	8,640	12,600
623 UNIVERSITY CITY (7,585)	7,150	12,870	7,865	14,157	8,223	14,801
624 WAYNESVILLE (6,013)	6,300	8,300	7,100	8,900	7,300	9,100
625 WEBSTER GROVES (8,057)	7,100	10,675	7,700	13,100	8,400	14,200
MONTANA						
626 BILLINGS (17,762)	6,900	9,940	7,610	12,190	8,320	14,210
627 BUTTE (10,000)	7,288	10,612 11,512(29 YRS)	8,335	12,823 13,723(29 YRS)	...	...
628 GREAT FALLS (19,844)	6,975	10,360	7,780	13,430	8,590	15,490
629 HELENA (7,141)	6,650	9,210	7,320	12,200	7,540	12,720
630 MISSOULA (ELEM.) (7,213)	6,950	10,538	7,700	12,200	...	...
NEBRASKA						
631 GRAND ISLAND (6,425)	6,550	8,384	7,598	10,480	8,646	12,052
632 LINCOLN (30,033)	6,825	8,475	7,525	12,400	8,225	13,175
633 OMAHA (63,024)	7,100	11,573	7,810	13,774	8,520	14,484
634 WESTSIDE DIST., OMAHA (9,937)	7,200	9,600	8,500	10,900	...	...
NEVADA						
635 CLARK CO., LAS VEGAS (73,459)	7,530	9,462	8,817	12,037	9,675	14,550
636 WASHOE CO., RENO (29,423)	7,800	11,000	8,760	12,920	9,400	14,200
NEW HAMPSHIRE						
637 MANCHESTER (16,257)	7,100	11,360	7,810	12,070	8,378	12,638
638 NASHUA (10,261)	7,500	11,200	8,100	11,800	8,400	12,100
639 PORTSMOUTH (6,500)	6,600	10,900	7,300	11,300	7,800	11,800
NEW JERSEY						
640 ATLANTIC CITY (8,598)	7,420	12,243	8,056	13,295	8,692	14,347
641 BAYONNE (9,100)	8,500	13,000 14,000(30 YRS)	9,000	13,500 14,500(30 YRS)	9,500	14,500 15,500(30 YRS)
642 BLOOMFIELD (8,582)	8,250	13,400 13,825(30 YRS)	9,000	14,950 15,375(30 YRS)	9,800	16,350 16,775(30 YRS)
643 BRIDGEWATER-RARITAN (10,418)	8,150	13,200	9,050	15,100	9,650	15,700
644 CAMDEN (20,175)	7,500	11,700	8,100	12,300	8,500	12,700
645 CHERRY HILL (17,600)	7,700	13,175	8,400	13,900	9,100	14,600
646 CLIFTON (12,300)	8,200	14,350	8,856	15,498	9,651	16,889
647 CRANFORD (6,459)	8,050	13,400 13,700(20 YRS)	8,750	14,900 15,200(20 YRS)	9,250	15,925 16,225(20 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	BACHELOR'S NO. AVE.	INCREMENTS-MINIMUM TO MAXIMUM		MASTER'S NO. AVE.	SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
		NO.	AVE.		NO.	AVE.				
8	9	10	11	12	13	14	15	16		
\$14,340 6 YRS		13 \$300	13 \$390	13 \$380	STEP 6	NO	513	612		
\$15,708 DOC.		10 \$420	11 \$490	12 \$490	STEP 8	B.A. MIN. = 1.00	418	613		
\$18,000 DOC.		5 \$200	14 \$279	17 \$276	STEP 7	NO	1,030	3	614	
\$13,100 6 YRS		11 \$250	12 \$400	12 \$400	STEP 9	NO	984	615		
\$15,084 6 YRS		9 \$302	13 \$367	15 \$382	STEP 6	NO	603	616		
\$13,566 6 YRS		9 \$320	11 \$337	13 \$350	STEP 6	B.A. MIN. = 1.00	733	617		
\$14,208 6 YRS		10 \$370	12 \$444	12 \$444	STEP 6	B.A. MIN. = 1.00	387	618		
\$13,206 6 YRS		10 \$455	13 \$355	14 \$355	STEP 8	NO	450	619		
\$11,030 6 YRS		9 \$256	11 \$289	11 \$289	STEP 5	NO	717	620		
\$14,400 DOC.		14 \$360	14 \$360	14 \$360	STEP 5	NO	3,960	621		
\$13,600 DOC.		11 \$260	11 \$360	11 \$360	STEP 6	NO	1,042	622		
\$15,373 7 YRS		13 \$440	13 \$484	13 \$506	FULL CREDIT	NO	411	7,17	623	
\$ 9,100 6 YRS		12 \$167	12 \$150	12 \$150	STEP 9	NO	276	5	624	
\$15,200 DOC.		10 \$358	13 \$415	13 \$446	STEP 8	NO	426	625		
\$14,210 6 YRS		11 \$276	13 \$352	14 \$421	STEP 7	NO	859	626		
\$13,124 M. A. +		10 \$332	12 \$374	...	...	STEP 6	NO	500	627	
\$15,490 6 YRS		10 \$338	13 \$435	13 \$531	STEP 8	NO	939	628		
\$12,720 6 YRS		10 \$256	15 \$325	15 \$345	STEP 7	NO	353	629		
\$12,644 M. A. +		12 \$299	12 \$375	...	...	STEP 6	NO	295	630	
\$13,362 DOC.		7 \$262	11 \$262	13 \$262	STEP 5	B.A. MIN. = 1.00	342	6	631	
\$14,025 DOC.		6 \$275	12 \$406	12 \$413	STEP 6	NO	1,260	632		
\$15,194 DOC.		13 \$344	14 \$426	14 \$426	STEP 7	NO	2,470	633		
\$10,900 M.A.		4 \$600	4 \$600	...	...	FULL CREDIT	495	6	634	
\$14,550 6 YRS		6 \$322	10 \$322	12 \$406	STEP 5	NO	2,664	635		
\$14,200 6 YRS		10 \$320	13 \$320	15 \$320	STEP 6	NO	1,169	636		
\$13,430 DOC.		12 \$355	12 \$355	12 \$355	FULL CREDIT	NO	729	637		
\$12,400 DOC.		12 \$308	12 \$308	12 \$308	FULL CREDIT	NO	484	638		
\$11,800 6 YRS		10 \$430	10 \$400	10 \$400	FULL CREDIT	NO	270	639		
\$15,386 DOC.		13 \$371	13 \$403	13 \$435	STEP 8	NO	356	4	640	
\$14,500 6 YRS		9 \$500	9 \$500	10 \$500	FULL CREDIT	NO	360	4	641	
\$17,350 DOC.		14 \$368	15 \$397	16 \$409	FULL CREDIT	NO	432	642		
\$16,600 DOC.		13 \$388	15 \$403	15 \$403	STEP 10	NO	552	4	643	
\$12,700 6 YRS		12 \$350	12 \$350	12 \$350	FULL CREDIT	NO	926	4	644	
\$15,100 DOC.		13 \$421	13 \$423	13 \$423	STEP 7	NO	927	4	645	
\$17,894 DOC.		12 \$513	12 \$554	12 \$603	FULL CREDIT	NO	530	4	646	
\$16,725 DOC.		15 \$357	16 \$384	17 \$393	FULL CREDIT	NO	349	4	647	

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS- BACHELOR'S NO. AVE.		MINIMUM TO MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$14,525	DOC.	13	\$377	13	\$404	13	\$398	FULL CREDIT	NO	475	6	648
\$16,300	6 YRS	13	\$381	14	\$389	15	\$420	STEP 9	NO	582	4	649
\$17,300	DOC.	12	\$458	12	\$483	12	\$508	STEP 11	NO	856		650
\$16,600	6 YRS	14	\$450	14	\$450	14	\$450	FULL CREDIT	NO	407	5	651
\$14,300	DOC.	12	\$400	12	\$400	12	\$400	STEP 9	NO	370		652
\$18,000	DOC.	12	\$379	12	\$492	12	\$608	FULL CREDIT	NO	379		653
\$13,300	6 YRS	13	\$369	13	\$369	13	\$369	STEP 11	NO	657		654
\$14,400	6 YRS	12	\$442	12	\$442	12	\$442	FULL CREDIT	NO	291	18	655
\$17,100	DOC.	15	\$382	16	\$383	17	\$384	STEP 11	NO	346	4	656
\$15,600	DOC.	11	\$491	11	\$491	11	\$491	STEP 6	NO	1,599	4	657
\$16,900	DOC.	13	\$375	14	\$385	15	\$391	STEP 11	NO	450		658
\$15,500	DOC.	13	\$382	13	\$406	14	\$406	STEP 9	NO	671		659
\$14,800	6 YRS	12	\$450	13	\$438	13	\$438	STEP 10	NO	356	4, 6	660
\$14,773	6 YRS	12	\$448	12	\$448	12	\$448	FULL CREDIT	B.A. MIN. = 1.00	634		661
\$17,250	DOC.	13	\$308	16	\$388	17	\$397	FULL CREDIT	NO	401		662
\$14,000	6 YRS	11	\$427	12	\$433	12	\$442	FULL CREDIT	NO	367	3	663
\$14,300	6 YRS	10	\$510	10	\$510	10	\$510	STEP 5	NO	3,400	4, 9	664
\$17,980	DOC.	11	\$513	11	\$622	11	\$682	STEP 9	NO	402		665
\$16,200	DOC.	12	\$400	13	\$419	13	\$435	FULL CREDIT	NO	539		666
\$14,850	6 YRS	14	\$350	15	\$360	16	\$378	STEP 11	NO	443	5	667
\$12,300	6 YRS	12	\$329	12	\$329	12	\$329	FULL CREDIT	NO	250	4	668
\$14,400	6 YRS	12	\$375	12	\$408	12	\$450	FULL CREDIT	NO	308	4	669
\$14,100	6 YRS	11	\$455	11	\$455	11	\$455	FULL CREDIT	NO	304		670
\$15,200	6 YRS	15	\$380	15	\$380	15	\$380	FULL CREDIT	NO	553		671
\$18,280	DOC.	13	\$422	14	\$456	14	\$508	FULL CREDIT	B.A. MIN. = 1.00	430		672
\$14,600	DOC.	14	\$357	14	\$357	14	\$357	STEP 5	NO	347		673
\$19,600	DOC.	10	\$320	16	\$438	16	\$488	FULL CREDIT	NO	426		674
\$16,600	6 YRS	14	\$364	16	\$344	17	\$341	STEP 14	NO	395		675
\$18,460	DOC.	11	\$407	14	\$468	15	\$512	FULL CREDIT	NO	417	4	676
\$15,200	6 YRS	13	\$412	13	\$419	13	\$469	FULL CREDIT	NO	602	4	677
\$14,150	DOC.	13	\$369	13	\$369	13	\$369	STEP 9	NO	807		678
\$16,900	6 YRS	13	\$431	14	\$464	15	\$483	STEP 8	NO	446		679
\$13,390	6 YRS	12	\$378	12	\$378	12	\$378	STEP 7	NO	481		680

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NEW JERSEY (CONTINUED)						
681 WAYNE (12,280)	\$8,056	\$12,747	\$9,010	\$14,310	\$ 9,010 11,819(5)	\$16,324
682 WESTFIELD (8,818)	8,100	13,700 14,200(20 YRS)	8,900	14,900 15,400(20 YRS)	9,700	16,100 16,600(20 YRS)
683 WEST ORANGE (8,341)	8,200	12,700	9,100	14,950	9,800	16,225
684 WILLINGBORO (13,800)	7,600	11,900	8,200	13,400	8,800	14,450
685 WOODBRIDGE TWP. (21,350)	8,200	13,000	8,800	13,600	9,200	14,000
NEW MEXICO						
686 ALAMOGORDO (10,152)	6,400	8,700	7,100	9,750	7,700	10,700
687 ALBUQUERQUE (83,103)	6,100	9,394 9,594(20 YRS)	6,649	10,218 10,618(25 YRS)	7,198	11,041 11,441(25 YRS)
688 CARLSBAD (6,740)	6,400	8,320	6,900	9,780	7,200	10,080
689 CLOVIS (9,500)	6,300	8,647	6,930	9,702	7,560	10,332
690 FARMINGTON (6,754)	6,700	8,174	7,236	9,551	...	...
691 GALLUP-MCKINLEY CO., GALLUP (12,000)	6,300	9,135 9,335(16 YRS)	7,055	11,150 11,350(21 YRS)	7,810	11,905 12,105(21 YRS)
692 HOBBS (8,017)	6,448	8,556 8,756(25 YRS)	6,820	10,094 10,294(25 YRS)	7,440	11,011 11,211(25 YRS)
693 LAS CRUCES (15,504)	6,175	9,016	6,669	10,436	7,163	10,930
694 ROSWELL (11,129)	6,150	7,995	6,765	9,430 9,840(25 YRS)	7,380	10,660 11,275(30 YRS)
695 SANTA FE (12,023)	6,200	7,316 7,936(25 YRS)	6,758	9,982 10,602(25 YRS)	6,944	11,160 11,470(20 YRS)
NEW YORK						
696 ALBANY (12,241)	7,636	10,622	8,272	12,119 12,702(18 YRS)	8,749	12,596 13,179(18 YRS)
697 ARLINGTON DIST., POUGHKEEPSIE (7,662)	8,500	14,840 15,240(25 YRS)	9,500	16,660 17,090(25 YRS)	...	...
698 BALOWIN (8,990)	8,398	12,543 13,575(25 YRS)	9,567	16,051 17,189(25 YRS)	10,364	16,849 17,986(25 YRS)
699 BALOWINSVILLE (6,491)	7,175	10,075	7,875	12,350	8,375	13,474
700 BAY SHORE (7,481)	8,560	14,552 16,264(30 YRS)	9,844	16,692 18,404(30 YRS)	10,700	17,548 19,260(30 YRS)
701 BINGHAMPTON (11,200)	7,500	12,300 12,900(20 YRS)	8,250	13,050 13,650(20 YRS)	8,750	13,550 14,150(20 YRS)
702 BRENTWOOD (21,906)	8,560	15,935 16,450(20 YRS)	9,850	17,225 17,740(20 YRS)	11,650	19,025 19,540(20 YRS)
703 BUFFALO (69,595)	7,420	12,243 12,985(25 YRS)	8,278	13,472 14,214(25 YRS)	8,500	13,694 14,436(25 YRS)
704 CLARKSTOWN, NEW CITY (11,643)	8,500	14,025 15,300(24 YRS)	9,904	16,834 18,319(24 YRS)	10,840	18,428 20,054(24 YRS)
705 COMMACK (14,799)	8,600	13,460 14,810(25 YRS)	10,040	16,670 18,020(25 YRS)	10,930	17,990 19,340(25 YRS)
706 COPIAGUE (6,298)	7,300	11,715 12,215(20 YRS)	8,375	13,915 14,415(20 YRS)	9,000	14,525 15,025(20 YRS)
707 CONNETQUOT, BOHEMIA (7,311)	7,980	13,780 14,330(30 YRS)	9,480	15,680 16,730(MERIT)	10,280	16,480 17,530(MERIT)
708 CORNING (9,112)	7,300	11,425 12,813(32 YRS)	8,430	13,175 14,779(32 YRS)	9,233	14,161 15,769(32 YRS)
709 EAST ISLIP (7,139)	8,600	14,310 16,030(30 YRS)	9,976	16,116 17,836(30 YRS)	10,836	17,449 19,169(30 YRS)
710 EAST MEADOW (15,548)	8,650	14,180	10,200	16,690	10,950	17,440
711 EAST SYRACUSE-MINOA, EAST SYRACUSE (6,081)	7,200	11,100	8,050	13,350	8,550	14,300

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	8	9	INCREMENTS- BACHELOR'S NO. AVE.	10	MINIMUM TO MASTER'S NO. AVE.	11	MAXIMUM SIX YEARS NO. AVE.	12	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	13	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	14	NUMBER OF TEACHERS	15	FOOTNOTES	16
\$16,324 6 YRS			13 \$361		14 \$379		14 \$522		FULL CREDIT		NO		572			681
\$17,300 OOC.			14 \$400		14 \$429		14 \$457		STEP 11		NO		458			682
\$16,925 OOC.			12 \$375		14 \$418		15 \$428		FULL CREDIT		NO		488			683
\$15,200 OOC.			12 \$358		14 \$371		15 \$377		FULL CREDIT		NO		600		4	684
\$14,500 OOC.			12 \$400		12 \$400		12 \$400		FULL CREDIT		NO		952			685
\$10,700 6 YRS			12 \$192		14 \$189		16 \$188		STEP 7		NO		425			686
\$12,048 DOC.			12 \$275		13 \$275		14 \$275		STEP 4		B.A. MIN. = 1.00		3,106			687
\$10,280 6 YRS +			10 \$192		15 \$192		15 \$192		STEP 9		NO		270			688
\$10,332 6 YRS			15 \$156		18 \$154		18 \$154		STEP 11		B.A. MIN. = 1.00		406			689
\$ 9,551 M.A.			11 \$134		16 \$145		... ..		STEP 10		B.A. MIN. = 1.00		289			690
\$11,905 6 YRS			10 \$284		15 \$273		15 \$273		STEP 6		B.A. MIN. = 1.00		575		4	691
\$11,470 DOC.			12 \$176		17 \$193		17 \$210		STEP 7		B.A. MIN. = 1.00		374		16	692
\$10,930 6 YRS			14 \$203		19 \$198		19 \$198		STEP 11		B.A. MIN. = 1.00		653			693
\$10,660 6 YRS +			9 \$205		13 \$205		16 \$205		STEP 8		NO		455			694
\$11,660 DOC.			6 \$186		13 \$248		17 \$248		FULL CREDIT		B.A. MIN. = 1.00		503			695
\$13,656 DOC.			10 \$299		12 \$321		12 \$321		STEP 6		NO		532		4	696
\$16,660 M.A.			17 \$373		17 \$421		... ..		STEP 11		NO		404			697
\$18,177 DOC.			13 \$319		13 \$499		13 \$499		STEP 9		NO		491			698
\$13,755 6 YRS +			11 \$264		11 \$407		11 \$464		FULL CREDIT		NO		355		6	699
\$18,404 7 YRS			12 \$428		14 \$428		14 \$428		STEP 9		B.A. MIN. = 1.00		395			700
\$14,050 7 YRS			13 \$369		13 \$369		13 \$369		STEP 11		NO		620		4	701
\$19,475 OOC.			15 \$492		15 \$492		15 \$492		STEP 8		NO		1,080			702
\$14,542 DOC.			13 \$371		14 \$371		14 \$371		FULL CREDIT		NO		3,327		3	703
\$20,812 OOC.			13 \$425		14 \$495		14 \$542		STEP 10		NO		578			704
\$18,850 7 YRS			13 \$374		14 \$474		15 \$471		FULL CREDIT		NO		821		4	705
\$15,575 DOC.			14 \$315		15 \$369		15 \$368		FULL CREDIT		NO		330		3	706
\$17,280 7 YRS			13 \$446		14 \$443		14 \$443		STEP 6		NO		295		3, 4	707
\$14,161 6 YRS			11 \$375		13 \$357		13 \$379		STEP 10		NO		508			708
\$18,739 OOC.			13 \$439		14 \$472		14 \$472		STEP 7		NO		300		4	709
\$18,560 DOC.			14 \$395		14 \$464		14 \$464		STEP 11		NO		866		5	710
\$14,300 6 YRS			11 \$355		12 \$442		13 \$442		STEP 5		NO		341			711

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NEW YORK (CONTINUED)						
712 ELMIRA (13,886)	\$7,000	\$10,850 11,550(21 YRS)	\$7,980	\$12,094 12,842(21 YRS)	\$ 8,460	\$13,236 14,032(21 YRS)
713 ENOICOTT (7,604)	7,300	10,408 12,430(17 YRS)	7,950	13,977	8,350	14,885
714 FRONTIER DIST., HAMBURG (6,944)	7,678	12,958 14,086(28 YRS)	8,678	14,563 15,691(28 YRS)	9,348	15,233 16,361(28 YRS)
715 GREECE CENTRAL, ROCHESTER (13,490)	7,900	11,356	8,786	14,671 15,952(24 YRS)	9,391	15,276 16,557(24 YRS)
716 HALF HOLLOW HILLS SCHOOLS, MELVILLE (11,217)	8,510	14,893 16,169(22 YRS)	9,957	17,360 18,765(22 YRS)	10,638	17,999 19,403(22 YRS)
717 HAUPPAUGE (7,103)	8,000	14,600 15,800(31 YRS)	9,400	16,600 17,800(31 YRS)	9,800	17,000 18,200(31 YRS)
718 HORSEHEADS (7,601)	7,350	12,134 12,870(21 YRS)	8,100	13,365 14,175(21 YRS)	8,550	14,114 14,970(21 YRS)
719 HUNTINGTON (8,466)	8,000	11,275 14,600(19 YRS)	9,200	15,725 16,800(19 YRS)	10,100	16,625 17,700(19 YRS)
720 ITHACA (7,982)	7,330	10,754	7,972	11,396	8,614	12,038
721 KENMORE - TONAWANDA (21,330)	7,508	12,868 14,268(30 YRS)	8,365	14,393 15,793(30 YRS)	9,128	15,156 16,556(30 YRS)
722 KINGSTON (11,395)	7,750	12,250	8,410	12,910	8,960	13,460
723 LAKELAND SCHOOLS, SHRUB OAK (8,207)	8,650	13,235	10,034	17,127	11,418	18,511
724 LANCASTER (6,788)	7,500	12,535 13,435(24 YRS)	8,500	14,560 15,460(24 YRS)	9,050	15,110 16,010(24 YRS)
725 LAWRENCE SCHOOLS, CEDARHURST (8,029)	8,800	14,350 15,350(25 YRS)	10,340	17,390 18,325(25 YRS)	10,990	18,205 19,105(25 YRS)
726 LEVITTOWN (17,268)	8,000	12,778 13,775(25 YRS)	9,080	15,333 16,451(25 YRS)	9,780	16,075 17,198(25 YRS)
727 LIVERPOOL (11,285)	7,200	11,990 12,215(16 YRS)	8,025	13,370	8,475	13,820 14,030(19 YRS)
728 LONG BEACH (6,285)	8,424	13,187 13,511(19 YRS)	9,588	15,002 15,332(19 YRS)	10,038	15,452 15,782(19 YRS)
729 MAMARONECK (6,365)	8,700	13,375	10,320	17,180	11,270	18,665
730 MIDDLE COUNTRY, DIST. 11, CENTEREACH (14,106)	8,000	13,600 14,700(30 YRS)	9,000	15,300 16,400(30 YRS)	9,720	16,524 17,624(30 YRS)
731 MOUNT VERNON (11,904)	8,600	13,100	10,000	15,900	10,600	16,500
732 NEW ROCHELLE (12,000)	8,000	12,900	9,200	15,850	9,700	16,400
733 NEW YORK (1,132,877)	9,400	13,950	10,900	15,450	12,400	16,950
734 NIAGARA FALLS (17,246)	7,600	12,426 14,288(30 YRS)	8,584	13,828 15,690(30 YRS)	9,268	14,930 16,792(30 YRS)
735 NORTH COLONIE, NEWTONVILLE (6,151)	7,615	12,753 13,659(22 YRS)	8,467	13,605 14,511(22 YRS)	9,067	14,205 15,111(22 YRS)
736 NORTH SYRACUSE (13,379)	7,150	11,369	8,165	12,956 13,814(17 YRS)	8,365 10,010(4)	13,871 14,729(17 YRS)
737 DEANSDALE (10,394)	8,600	14,650 15,650(25 YRS)	9,900	16,550 17,350(25 YRS)	10,740	17,390 18,190(25 YRS)
738 PATCHOGUE-MEAFORD, PATCHOGUE (9,323)	8,400	13,146 13,608(MERIT) 13,908(20 YRS)	9,660	14,742 16,128(MERIT) 16,428(20 YRS)	10,500	15,582 16,968(MERIT) 17,268(20 YRS)
739 PLAINFIELD, BETHPAGE (6,785)	8,731	12,384	9,949	16,799(20 YRS) 17,342(19 YRS)	10,683	17,533 18,076(19 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16					
\$13,750	00C.	11	\$350	11	\$374	12	\$398	STEP 7	NO			717	3, 4 712
\$15,552	7 YRS	9	\$345	16	\$377	16	\$408	STEP 7	NO			439	713
\$15,903	7 YRS	12	\$440	13	\$453	13	\$453	STEP 11	NO			345	714
\$15,881	7 YRS	11	\$314	11	\$535	11	\$535	FULL CREDIT	NO			685	715
\$18,850	7 YRS	15	\$426	15	\$494	15	\$491	STEP 9	NO			702	716
\$17,600	00C.	15	\$440	15	\$480	15	\$480	STEP 11	NO			400	717
\$14,609	00C.	13	\$368	13	\$405	13	\$428	STEP 11	NO			397	718
\$18,425	00C.	9	\$364	15	\$435	15	\$435	STEP 11	NO			512	3 719
\$12,680	00C.	10	\$342	10	\$342	10	\$342	FULL CREDIT	NO			489	720
\$15,823	00C.	11	\$487	12	\$502	12	\$502	STEP 11	NO			1,066	721
\$14,010	7 YRS	14	\$321	14	\$321	14	\$321	STEP 11	NO			634	722
\$19,203	7 YRS	11	\$417	14	\$507	14	\$507	FULL CREDIT	NO			441	723
\$15,660	7 YRS	13	\$387	13	\$466	13	\$466	STEP 9	NO			331	724
\$19,190	00C.	12	\$462	14	\$504	14	\$515	FULL CREDIT	NO			442	725
\$17,198	00C.	12	\$398	15	\$417	15	\$420	STEP 10	NO			771	726
\$14,870	00C.	12	\$399	13	\$387	14	\$382	FULL CREDIT	NO			614	727
\$16,452	00C.	14	\$340	14	\$387	14	\$387	FULL CREDIT	NO			323	728
\$20,700	00C.	11	\$425	14	\$490	15	\$493	FULL CREDIT	NO			391	29 729
\$18,360	00C.	14	\$400	14	\$450	14	\$486	STEP 11	B.A. MIN. = 1.00			665	3 730
\$17,400	00C.	11	\$409	13	\$454	13	\$454	STEP 10	NO			602	731
\$17,450	00C.	14	\$350	14	\$475	14	\$478	STEP 12	NO			600	4 732
\$16,950	6 YRS	13	\$350	13	\$350	13	\$350	STEP 6	NO			57,717	26 733
\$15,814	00C.	13	\$371	13	\$403	13	\$436	FULL CREDIT	NO			1,027	734
\$15,096	00C.	13	\$395	13	\$395	13	\$395	FULL CREDIT	NO			320	735
\$13,942	6 YRS +	11	\$384	13	\$369	13	\$424	STEP 10	NO			685	736
\$17,760	00C.	14	\$432	14	\$475	14	\$475	FULL CREDIT	NO			469	737
\$16,842	00C.	11	\$431	11	\$462	11	\$462	FULL CREDIT	NO			518	738
\$18,810	00C.	10	\$365	14	\$489	14	\$489	STEP 9	NO			386	739

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NEW YORK (CONTINUED)						
740 PORT WASHINGTON (6,939)	\$8,750	\$12,350 12,550(24 YRS)	\$9,800	\$16,538 17,413(24 YRS)	\$10,675	\$17,675 18,550(24 YRS)
741 RAMAPO DIST. 2, SPRING VALLEY (16,449)	8,500	14,025 14,875(25 YRS)	9,904	16,834 17,824(25 YRS)	10,840	18,428 19,512(25 YRS)
742 ROCHESTER (45,500)	7,500	12,750 13,500(25 YRS)	8,400	14,400 15,150(25 YRS)	9,000	15,075 15,825(25 YRS)
743 SACHEM, HOLBROOK (13,302)	8,600	15,050	9,890	17,286	10,750	18,232
744 SCHENECTADY (13,000)	7,698	12,446 12,96(22 YRS)	8,185	13,425 14,177(22 YRS)	8,485	13,725
745 SWEET HOME (6,604)	7,685	12,646 13,646(21 YRS)	8,586	15,132 16,132(21 YRS)	...	...
746 SYOSSET (8,964)	8,800	14,025 14,825(26 YRS)	10,150	16,375 17,275(26 YRS)	10,750	16,975 17,875(26 YRS)
747 SYRACUSE (29,368)	7,900	11,995 12,940(30 YRS)	8,800	13,168 14,176(30 YRS)	9,300	13,941 15,012(30 YRS)
748 THREE VILLAGE DIST. 1, SETAUKET (9,400)	8,650	15,938	9,688	17,754	10,380	18,965
749 TROY (6,703)	7,050	10,600 11,600(21 YRS)	7,700	11,500 12,500(21 YRS)	8,150	12,200 13,200(21 YRS)
750 VESTAL (8,348)	7,200	10,910 12,350(24 YRS)	8,000	13,085 13,885(24 YRS)	8,400	13,715 14,515(24 YRS)
751 WAPPINGERS FALLS (13,797)	8,500	13,900	9,500	15,725	10,250	16,475
752 WATERTOWN (8,384)	7,400	12,062 12,802(23 YRS)	8,880	13,616 14,356(23 YRS)	9,620	14,356 15,096(23 YRS)
753 WEST BABYLON (7,569)	8,600	14,190 15,690(24 YRS)	10,320	16,770 18,270(24 YRS)	11,180	17,630 19,130(24 YRS)
754 WEST GENESEE, DIST. 1, CAMILLUS (8,977)	7,100	10,985 11,485(25 YRS)	7,800	12,460 13,060(25 YRS)	8,300	13,360 13,960(25 YRS)
755 WEST ISLIP (9,287)	8,750	15,181	10,062	17,237	10,937	18,112
756 WHITE PLAINS (8,453)	8,600	13,350 13,700(19 YRS)	9,900	17,500 18,100(19 YRS)	10,800	18,400 19,000(19 YRS)
757 WHITESBURD (6,100)	7,200	11,090 11,950(24 YRS)	7,805	12,125 12,985(24 YRS)	8,210	12,960 13,820(24 YRS)
758 WILLIAMSVILLE (11,177)	7,700	11,704	8,855	15,092 16,016(20 YRS)	9,394	15,631 17,017(20 YRS)
759 YONKERS (30,296)	8,300	13,300	9,100	15,300	9,700	16,000
NORTH CAROLINA						
760 ALAMANCE CO., GRAHAM (EXCL. BURLINGTON) (13,631)	6,355	8,797	6,965	9,611	...	...
761 ANSON CO., WALESBORO (6,200)	6,355	8,797	6,965	9,611	...	...
762 BERTIE CO., WINOSOR (6,000)	6,355	8,797	6,965	9,611	...	...
763 BLADEN CO., ELIZABETHTOWN (7,874)	6,355	8,797	6,965	9,611	...	...
764 BUNCOMBE CO., (EXCL. ASHEVILLE) (20,873)	6,355	8,797	6,965	9,611	...	...
765 BURKE CO., MORGANTON (13,100)	6,355	8,797	6,965	9,611	...	...
766 BURLINGTON (9,598)	6,805	9,347	7,425	10,161	...	...
767 CABARRUS CO. (EXCL. CONCORD) (8,100)	6,705	9,247	7,340	10,086	...	...
768 CALDWELL CO. (EXCL. LENOIR) (11,795)	6,355	8,797	6,965	9,611	...	...
769 CARTERET CO., BEAUFORT (7,700)	6,605	9,047	7,315	9,961	...	...
770 CATAWBA CO. (EXCL. NEWTON-CONOVER) (11,091)	6,355	8,797	6,965	9,611	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS--MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.	MASTER'S ND. AVE.	SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$19,600 DOC.	14 \$257	14 \$481	14 \$500	STEP 13	B.A. MIN. = 1.00	444	740	
\$20,522 DDC.	13 \$425	14 \$495	14 \$542	FULL CREDIT	NO	943	741	
\$15,825 DDC.	12 \$437	14 \$429	14 \$434	STEP 10	B.A. MIN. = 1.00	2,344	3, 9 742	
\$20,124 DDC.	15 \$430	16 \$462	16 \$468	STEP 13	NO	708	743	
\$14,025 DDC.	14 \$325	14 \$374	14 \$374	STEP 13	NO	750	744	
\$15,132 M.A.	13 \$382	13 \$504	...	STEP 11	'O	383	745	
\$17,875 DDC.	14 \$373	15 \$415	15 \$415	STEP 11	NO	543	746	
\$15,010 DDC.	13 \$315	13 \$336	13 \$357	FULL CREDIT	NO	1,402	747	
\$20,782 DDC.	19 \$384	19 \$425	19 \$452	STEP 11	NO	572	748	
\$12,200 6 YRS	11 \$323	12 \$317	13 \$312	FULL CREDIT	NO	336	3 749	
\$14,135 7 YRS	11 \$337	15 \$339	16 \$332	STEP 5	NO	466	6 750	
\$17,225 7 YRS	15 \$360	15 \$415	15 \$415	STEP 11	NO	733	5, 6 751	
\$15,540 DDC.	12 \$389	12 \$395	12 \$395	STEP 9	NO	329	752	
\$18,490 DDC.	13 \$430	15 \$430	15 \$430	STEP 9	NO	412	753	
\$14,080 6 YRS +	11 \$353	12 \$380	13 \$389	STEP 9	NO	415	3 754	
\$18,987 7 YRS	14 \$459	14 \$513	14 \$513	STEP 9	NO	440	4 755	
\$20,950 DDC.	12 \$396	15 \$507	15 \$507	STEP 12	NO	469	756	
\$12,880 DDC.	11 \$354	12 \$360	13 \$365	FULL CREDIT	NO	292	757	
\$16,401 DDC.	12 \$334	12 \$520	12 \$520	STEP 8	NO	583	758	
\$17,000 DDC.	12 \$417	14 \$443	14 \$450	STEP 7	NO	1,642	759	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	553	760	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	250	4 761	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	259	4 762	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	334	763	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	764	4 764	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	570	4 765	
\$11,271 DDC.	12 \$212	13 \$210	...	FULL CREDIT	B.A. MIN. = 1.00	395	30 766	
\$11,196 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	325	4 767	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	492	768	
\$11,071 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	280	4,30 769	
\$10,721 DDC.	12 \$204	13 \$204	...	FULL CREDIT	B.A. MIN. = 1.00	453	770	

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NORTH CAROLINA (CONTINUED)						
771 CHARLOTTE-MECKLENBURG CO., CHARLOTTE (83,000)	\$7,005	\$10,357 10,457 (21 YRS)	\$7,810	\$11,431 11,531 (21 YRS)	\$...	\$...
772 CHATHAM CO., PITTSBORO (7,267)	6,555	9,097	7,215	9,961	...	...
773 CLEVELAND CO. (EXCL. SHELBY) (8,552)	6,355	8,797	6,965	9,611	...	...
774 COLUMBUS CO. (EXCL. WHITEVILLE) (10,405)	6,355	8,797	6,965	9,611	...	...
775 CRAVEN CO. (EXCL. NEW BERN) (9,000)	6,355	8,797	6,965	9,611	...	...
776 CUMBERLAND CO. (EXCL. FAYETTEVILLE) (30,000)	6,955	9,397	7,565	10,211	...	...
777 DAVIeson CO. (EXCL. LEXINGTON) (13,352)	6,355	8,797	6,965	9,611	...	...
778 DUPLIN CO., KENANSVILLE (10,325)	6,355	8,797	6,965	9,611	...	...
779 DURHAM (13,570)	6,695	9,442	7,335	10,351	...	...
780 DURHAM CO., (EXCL. DURHAM) (13,300)	6,555	8,997	7,165	9,811	...	...
781 EDGEcombe CO. (EXCL. TARBORO) (7,649)	6,355	8,797	6,965	9,611	...	...
782 ELIZABETH CITY (6,397)	6,355	8,797	6,965	9,611	...	...
783 FAYETTEVILLE (13,100)	6,855	9,592	7,515	10,456	...	...
784 GASTON CO., GASTONIA (32,705)	6,855	9,347	7,565	10,261	...	...
785 GOLOSBORO (7,549)	6,655	9,217	7,295	10,071	...	...
786 GRANVILLE CO., OXFORD (8,400)	6,355	8,797	6,965	9,611	...	...
787 GREENSBORO (32,320)	6,880	9,919	7,529	10,832	...	...
788 GUILFORD CO. (EXCL. GREENSBORO) (22,798)	6,855	9,427	7,475	10,261	...	...
789 HALIFAX CO. (9,878)	6,355	8,797	6,965	9,611	...	...
790 HARNETT CO., LILLINGTON (12,100)	6,355	8,797	6,965	9,611	...	...
791 HAYWOOD CO., WAYNESVILLE (9,050)	6,355	8,797	6,965	9,611	...	...
792 HENDERSON CO. (EXCL. HENDERSONVILLE) (7,120)	6,355	8,797	6,965	9,611	...	...
793 HERTFORD CO., WINTON (6,800)	6,355	8,797	6,965	9,611	...	...
794 HIGH POINT (12,200)	6,947	9,935	7,557	10,791	...	...
795 IREDELL CO. (EXCL. STATESVILLE) (9,714)	6,355	8,797	6,965	9,611	...	...
796 JOHNSTON CO., SMITHFIELD (16,327)	6,355	8,797	6,965	9,611	...	...
797 KANNAPOLIS (6,284)	6,705	9,247	7,340	10,086	...	...
798 KINSTON (6,163)	6,355	8,797	6,965	9,611	...	...
799 LAURINBURG-SCOTLAND CO., LAURINBURG (7,622)	6,355	8,797	6,965	9,611	...	...
800 LENOIR CO. (EXCL. KINSTON) (8,300)	6,355	8,797	6,965	9,611	...	...
801 MARTIN CO., WILLIAMSTON (6,800)	6,355	8,797	6,965	9,611	...	...
802 MCOOWELL CO., MARION (6,767)	6,355	8,797	6,965	9,611	...	...
803 MOORE CO., CARTHAGE (9,934)	6,655	9,097	7,285	9,931	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$12,541	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	NO	3,400	30	771
\$11,071	OOC.	12	\$212	13	\$211	...	...	FULL CREDIT	B.A. MIN. = 1.00	337		772
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	343	4	773
\$10,721	OOC.	13	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	414	4	774
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	400		775
\$11,321	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,200	4,30	776
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	556	4	777
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	490	4	778
\$11,460	OOC.	12	\$229	13	\$232	...	...	FULL CREDIT	B.A. MIN. = 1.00	585	6	779
\$10,921	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	610	4,35	780
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	324		781
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	290		782
\$11,666	OOC.	12	\$228	13	\$226	...	...	FULL CREDIT	B.A. MIN. = 1.00	530	4,30	783
\$11,371	OOC.	12	\$208	13	\$207	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,413	30	784
\$11,181	OUC.	12	\$214	13	\$214	...	...	FULL CREDIT	B.A. MIN. = 1.00	310		785
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	300		786
\$11,942	OOC.	14	\$217	15	\$220	...	...	FULL CREDIT	NO	1,617		787
\$11,371	OUC.	12	\$214	13	\$214	...	...	FULL CREDIT	B.A. MIN. = 1.00	873	4,30	788
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	424		789
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	520	4	790
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	409		791
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	273		792
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	299	4	793
\$11,901	OOC.	13	\$230	14	\$231	...	...	FULL CREDIT	B.A. MIN. = 1.00	530	4,30	794
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	388	4	795
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	676		796
\$10,086	OOC.	12	\$212	13	\$211	...	...	FULL CREDIT	B.A. MIN. = 1.00	260		797
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	285		798
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	305	4	799
\$10,721	OUC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	315	4	800
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	325		801
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	253		802
\$10,721	OOC.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	475	4	803

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NORTH CAROLINA (CONTINUED)							
804	NASH CO., NASHVILLE (12,088)	\$6,355	\$ 8,797	\$6,965	\$ 9,611	\$...	\$...
805	NEW HANOVER CO., WILMINGTON (19,236)	6,355	8,797	6,965	9,611	...	...
806	NORTHAMPTON CO., JACKSON (6,617)	6,355	8,797	6,965	9,611	...	...
807	ONSLOW CO., JACKSONVILLE (15,994)	6,736	9,325	7,383	10,188	...	...
808	PERSON CO., ROXBORO (6,956)	6,355	8,797	6,965	9,611	...	...
809	PITT CO. (EXCL. GREENVILLE) (13,000)	6,355	8,797	6,965	9,611	...	...
810	RALEIGH (23,785)	6,771	9,398	7,492	10,258	...	...
811	RANDOLPH CO. (EXCL. ASHEBORO) (12,426)	6,355	8,797	6,965	9,611	...	...
812	RICHMOND CO., ROCKINGHAM (10,345)	6,355	8,797	6,965	9,611	...	...
813	ROBESON CO. (EXCL. LUMBERTON) (13,030)	6,355	8,797	6,979	9,611	...	...
814	ROWAN CO. (EXCL. SALISBURY) (14,696)	6,355	8,797	6,965	9,611	...	...
815	RUTHERFORD CO., RUTHERFORDTON (10,500)	6,505	8,947	7,115	9,761	...	...
816	SAMPSON CO. (EXCL. CLINTON) (8,343)	6,355	8,797	6,965	9,611	...	...
817	STANLY CO. (EXCL. ALBEMARLE) (7,129)	6,355	8,797	6,965	9,611	...	...
818	SURRY CO., DOBSON (7,700)	6,355	8,797	6,965	9,611	...	...
819	UNION CO. (EXCL. MONROE) (10,369)	6,355	8,797	6,965	9,611	...	...
820	WAKE CO. (EXCL. RALEIGH) (28,190)	6,780	9,222	7,390	10,036	...	...
821	WAYNE CO. (EXCL. GOLDSBORO) (15,802)	6,355	8,797	6,965	9,611	...	...
822	WILKES CO., WILKESBORO (10,260)	6,355	8,797	6,965	9,611	...	...
823	WINSTON-SALEM/FORSYTH CO., WINSTON-SALEM (49,887)	6,937	9,818	7,618	10,806	...	...
NORTH DAKOTA							
824	BISMARCK (7,930)	6,500	10,465	7,260	12,078	...	...
825	GRAND FORKS (11,646)	6,300	10,080	7,056	11,907	7,560	12,411
826	MINOT (10,567)	6,600	9,768	7,590	11,286	8,250	12,408
OHIO							
827	AKRON (57,642)	7,350	12,020 12,220 (25 YRS)	8,000	13,700 13,900 (25 YRS)	...	...
828	ALLIANCE (6,005)	6,200	9,455	6,634	10,579	...	...
829	ASHTABULA (7,667)	6,000	8,749	6,470	9,603	...	...
830	AUSTINTOWN, YOUNGSTOWN (8,280)	6,200	9,920	6,696	11,532	6,944	12,586
831	BARBERTON (7,530)	7,300	10,340 10,631 (18 YRS)	8,322	12,710 13,114 (18 YRS)	...	...
832	BEAVERCREEK LOCAL, XENIA (8,463)	7,000	10,465 11,410 (25 YRS)	7,658	11,935 12,922 (25 YRS)	...	...
833	BELOFORD (7,757)	7,450	12,665	8,121	14,192	8,841	14,912
834	BEREA (17,287)	7,200	11,520 13,020 (38 YRS)	7,900	13,608 15,108 (38 YRS)	8,425	14,193 15,693 (38 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS--MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	539	804
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	750	805
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	312	806
\$11,364	00C.	12	\$216	13	\$216	...	...	FULL CREDIT	B.A. MIN. = 1.00	575	807
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	302	808
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	520	4 809
\$11,368	00C.	12	\$219	13	\$213	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,011	4 810
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	505	811
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	443	812
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	636	813
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	NO	687	4 814
\$10,871	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	450	4,30 815
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	334	816
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	294	4 817
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	360	818
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	431	819
\$11,146	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	1,109	30 820
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	590	4 821
\$10,721	00C.	12	\$204	13	\$204	...	...	FULL CREDIT	B.A. MIN. = 1.00	413	822
\$11,916	00C.	12	\$240	13	\$245	...	...	FULL CREDIT	B.A. MIN. = 1.00	2,175	30 823
\$12,408	M. A. +	11	\$360	13	\$371	...	...	STEP 3	B.A. MIN. = 1.00	335	824
\$12,915	00C.	9	\$420	11	\$441	11	\$441	STEP 7	B.A. MIN. = 1.00	506	5 825
\$12,408	6 YRS	11	\$288	11	\$336	11	\$378	STEP 6	B.A. MIN. = 1.00	450	826
\$14,500	00C.	12	\$389	12	\$475	...	...	STEP 8	NO	2,505	827
\$10,703	M. A. +	15	\$217	15	\$263	...	...	STEP 10	NO	264	3 828
\$10,106	M. A. +	13	\$211	13	\$241	...	...	STEP 5	NO	300	829
\$13,113	6 YRS +	12	\$310	13	\$372	13	\$434	STEP 10	B.A. MIN. = 1.00	310	3 830
\$13,487	M. A. +	12	\$253	12	\$366	...	...	STEP 11	NO	391	831
\$12,376	M. A. +	11	\$315	13	\$329	...	...	STEP 9	NO	317	832
\$15,092	6 YRS +	12	\$435	12	\$506	12	\$506	FULL CREDIT	B.A. MIN. = 1.00	359	6 833
\$14,410	6 YRS +	14	\$309	14	\$408	14	\$412	STEP 7	NO	832	19 834

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
OHIO (CONTINUED)						
835 BOAROMAN (6,381)	\$6,500	\$10,790	\$7,150	\$11,960	\$ 8,050	\$12,860
836 CANTON (29,913)	7,000	11,130	7,560	13,020	8,428	14,749
837 CENTERVILLE (7,000)	7,000	10,780 13,300 (40 YRS)	7,700	11,900 14,630 (40 YRS)	8,330	12,530 15,260 (40 YRS)
838 CINCINNATI (83,157)	7,000	11,490 12,245 (22 YRS)	7,755	12,245 13,000 (22 YRS)	8,025	12,515 13,270 (22 YRS)
839 CLEVELAND (150,594)	7,450	12,675	7,950	14,350	7,950	14,850
840 CLEVELAND HEIGHTS - UNIVERSITY HEIGHTS (12,577)	7,100	11,600	7,800	14,200	8,700	15,100
841 COLUMBUS (114,091)	6,900	11,950	7,650	13,248	7,800	13,508
842 CUYAHOGA FALLS (12,000)	6,800	11,288 11,628 (25 YRS)	7,480	12,512 12,852 (25 YRS)	7,752	12,784 13,124 (25 YRS)
843 DAYTON (55,520)	7,100	11,580	7,700	12,740	8,100	13,140
844 EAST CLEVELAND (7,925)	7,050	11,340	7,250	13,272	7,450	14,040
845 ELYRIA (12,484)	6,750	10,735	7,290	11,590	7,695	12,235
846 EUCLID (10,967)	7,300	12,425	7,955	13,980	8,835	14,855
847 FAIRBORN (9,782)	6,500	10,055 10,455 (20 YRS)	7,069	11,000 11,600 (20 YRS)	...	...
848 FINLAY (9,136)	6,457	9,298	7,103	10,977	7,748	12,397
849 FOREST HILLS, CINCINNATI (7,169)	7,047	10,852	7,751	12,402	...	...
850 FREMONT (7,216)	6,950	10,474	7,770	11,718	...	...
851 GARFIELD HEIGHTS (6,000)	6,800	10,880	7,820	12,920	8,432	13,532
852 GREENHILLS-FOREST PARK, CINCINNATI (7,998)	6,650	10,350	7,160	11,655	7,760	12,255
853 HAMILTON (15,044)	6,850	10,138 10,412 (17 YRS)	7,535	11,645 11,988 (17 YRS)	7,877	11,987 12,330 (17 YRS)
854 KETTERING (15,177)	6,896	10,537 10,937 (30 YRS)	7,544	12,000 12,400 (30 YRS)	7,944	12,400 12,800 (30 YRS)
855 LAKEWOOD (10,728)	6,750	10,260	7,358	12,758	7,965	13,770
856 LANCASTER (8,816)	6,600	9,810	7,000	11,460	7,130	12,280
857 LIMA (11,049)	6,300	9,590	6,800	10,850	7,000	11,050
858 LORAIN (16,247)	7,000	11,016	7,980	12,877	8,540	14,042
859 MAO RIVER DIST., DAYTON (8,219)	6,650	10,041	7,315	11,538	7,648	11,870
860 MANSFIELD (12,013)	6,900	10,950	7,349	12,165	...	...
861 MAPLE HEIGHTS (6,444)	7,200	11,450 11,750 (30 YRS)	7,800	13,720 14,020 (30 YRS)	8,130	14,370 14,670 (30 YRS)
862 MASSILLON (7,436)	6,500	9,750	6,900	11,050	7,350	11,500
863 MENTOR (12,436)	6,800	10,880	7,344	13,056	7,616	14,280
864 MIDOLETOWN (14,237)	6,800	10,608	7,480	11,900	...	...
865 NEWARK (10,107)	6,300	9,125	6,900	11,050	7,200	11,350
866 NEW CARLISLE (6,801)	6,200	9,238 9,548 (15 YRS)	7,130	10,044 10,416 (15 YRS)	...	...
867 NORTH OLMSTED (7,859)	6,900	11,320	7,555	13,041	...	13,928
868 NORTHWEST DIST., CINCINNATI (14,000)	6,745	10,792 11,192 (20 YRS)	7,420	11,736 12,136 (20 YRS)	...	...
869 OAK HILLS, CINCINNATI (9,070)	6,660	11,056	7,326	12,088	7,992	13,487
870 PORTSMOUTH (6,231)	5,625	7,825	6,205	9,205	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS--MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$12,860	6 YRS	14	\$306	14	\$344	14	\$344	STEP 11	8.A. MIN. = 1.00	284	3	835
\$15,504	DOC.	10	\$413	11	\$496	11	\$575	FULL CREDIT	NO	949		836
\$12,530	6 YRS	12	\$315	12	\$350	12	\$350	STEP 8	8.A. MIN. = 1.00	351	20	837
\$13,270	DOC.	12	\$374	12	\$374	12	\$374	STEP 8	NO	3,170	3	838
\$14,850	6 YRS	13	\$402	12	\$533	12	\$575	STEP 6	NO	5,727	19	839
\$15,700	DOC.	13	\$346	13	\$492	13	\$492	FULL CREDIT	NO	652	7	840
\$14,370	DOC.	14	\$361	14	\$400	14	\$408	STEP 6	NO	4,684	3	841
\$12,920	DOC.	11	\$408	12	\$419	12	\$419	STEP 9	8.A. MIN. = 1.00	514	9	842
\$14,015	DOC.	14	\$320	14	\$360	14	\$360	STEP 7	NO	2,453		843
\$14,540	DOC.	14	\$306	14	\$430	14	\$471	STEP 7	NO	359	12	844
\$13,310	DOC.	13	\$307	13	\$331	13	\$349	STEP 10	8.A. MIN. = 1.00	565		845
\$15,840	DOC.	13	\$394	14	\$430	14	\$430	STEP 10	8.A. MIN. = 1.00	531		846
\$11,000	M.A.	14	\$254	14	\$281	...	...	STEP 10	NO	353	3	847
\$12,397	6 YRS	11	\$258	12	\$323	12	\$387	FULL CREDIT	NO	427		848
\$12,755	M. A. +	12	\$317	12	\$388	...	...	STEP 10	NO	328		849
\$12,163	M. A. +	11	\$320	11	\$359	...	...	STEP 6	NO	292		850
\$13,670	DOC.	13	\$314	13	\$392	13	\$392	STEP 7	8.A. MIN. = 1.00	246	3, 4	851
\$12,255	6 YRS	14	\$264	14	\$321	14	\$321	STEP 10	8.A. MIN. = 1.00	332	3	852
\$11,987	6 YRS	12	\$274	12	\$343	12	\$343	STEP 11	NO	687		853
\$12,600	6 YRS +	13	\$280	14	\$318	14	\$318	STEP 9	NO	778		854
\$13,770	6 YRS	13	\$270	15	\$360	15	\$363	FULL CREDIT	NO	475		855
\$13,200	DOC.	13	\$247	13	\$343	13	\$396	STEP 11	8.A. MIN. = 1.00	416		856
\$11,150	6 YRS +	14	\$235	15	\$270	15	\$270	STEP 11	NO	475	4, 9	857
\$14,803	DOC.	13	\$309	13	\$377	13	\$423	FULL CREDIT	8.A. MIN. = 1.00	774		858
\$11,870	6 YRS	11	\$308	13	\$325	13	\$325	STEP 7	NO	360		859
\$12,496	M. A. +	12	\$338	12	\$401	...	...	STEP 7	NO	587	19	860
\$14,370	6 YRS	15	\$283	16	\$370	16	\$390	STEP 7	NO	303	4	861
\$11,500	6 YRS	14	\$232	14	\$296	14	\$296	FULL CREDIT	NO	311	4, 8	862
\$15,776	DOC.	12	\$340	14	\$408	14	\$476	STEP 9	8.A. MIN. = 1.00	459	3	863
\$12,172	M. A. +	14	\$272	15	\$295	...	...	STEP 11	8.A. MIN. = 1.00	686	6	864
\$11,350	6 YRS	11	\$257	13	\$319	13	\$319	STEP 6	NO	414	3	865
\$10,044	M.A.	12	\$253	9	\$324	...	...	STEP 9	8.A. MIN. = 1.00	241		866
\$16,554	DOC.	13	\$340	13	\$422	...	...	STEP 9	NO	306		867
\$12,006	M. A. +	14	\$289	15	\$288	...	...	STEP 10	8.A. MIN. = 1.00	542		868
\$13,487	6 YRS	12	\$366	13	\$366	15	\$366	STEP 10	NO	342		869
\$ 9,205	M.A.	11	\$200	12	\$250	...	...	STEP 10	NO	278	3	870

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
OHIO (CONTINUED)							
871	SANOUSKY (7,008)	\$6,810	\$10,896	\$7,627	\$11,918	\$ 8,172	\$12,653
872	SHAKER HEIGHTS (7,480)	7,200	12,600	7,704	14,400	8,055	14,751
873	SOUTH EUCLIO-LYNHURST CLEVELAND (8,994)	7,325	12,013	8,058	14,064	8,644	14,650
874	SPRINGFIELD (17,917)	6,550	9,975	7,150	11,640	7,660	12,150
875	STOW (6,606)	7,050	11,425 11,755(18 YRS)	7,665	13,465 13,905(18 YRS)	...	...
876	SYLVANIA (8,488)	7,000	9,898	7,600	11,152 11,488(14 YRS)	8,000	11,552 11,888(14 YRS)
877	TOLEDO (62,145)	7,100	10,600	7,400	12,000	7,850	12,450
878	UPPER ARLINGTON (9,010)	6,838	11,297	7,518	13,757	7,818	14,431
879	WARREN (14,212)	6,500	10,400	6,890	11,765	7,150	12,090
880	WASHINGTON LOCAL, TOLEDO (11,658)	7,300	11,680	8,176	12,556 12,921(15 YRS)	9,052	13,432 13,797(15 YRS)
881	WILLOUGHBY-EASTLAKE, WILLOUGHBY (14,233)	6,850	11,987	7,151	13,480 13,680(20 YRS)	7,351	13,680 13,880(20 YRS)
882	WORTHINGTON (6,460)	6,775	9,944	7,385	13,466	7,791	14,553
883	XENIA (8,581)	6,900	9,936 10,488(27 YRS)	7,590	11,730 12,420(27 YRS)	...	...
884	YOUNGSTOWN (25,000)	6,750	11,138	7,290	12,352	7,830	13,230
885	ZANESVILLE (8,223)	6,190	8,437	6,731	9,918	7,078	10,388
OKLAHOMA							
886	BARTLESVILLE (7,860)	7,035	8,820	7,350	9,135	7,550	9,335
887	ENID (9,617)	6,600	8,250	7,000	8,650	...	...
888	LAWTON (22,100)	6,845	8,525	7,160	8,840	7,370	9,050
889	MIDWEST CITY (18,201)	6,650	8,150	7,115	9,015	7,348	9,448
890	MOORE (10,796)	6,100	7,950	6,300	8,150	...	...
891	MUSKOGEE (8,902)	6,300	7,600	6,500	8,000	...	...
892	NORMAN (8,742)	6,400	8,400	6,600	8,600	...	...
893	OKLAHOMA CITY (71,089)	6,650	8,750	6,900	9,300	...	...
894	PONCA CITY (6,854)	6,500	9,000	6,900	9,400	...	...
895	PUTNAM CITY (19,356)	6,600	8,200	7,000	8,600	...	...
896	TULSA (79,374)	6,400	9,536	6,912	10,624	7,424	11,712
OREGON							
897	BEAVERTON (18,792)	7,075	10,704	7,782	12,411	8,136	12,976
898	COOS BAY (6,200)	7,138	10,421	7,852	11,992	8,280	13,063
899	CORVALLIS (8,114)	7,004	9,966	7,880	12,480	8,317	13,175
900	DAVID DOUGLAS DIST. 40., PORTLAND (9,350)	7,100	10,224	7,845	12,105	8,292	12,836
901	EUGENE (20,751)	7,050	10,787	7,685	12,549	7,685 9,024(4)	12,902
902	KLAMATH CO., KLAMATH FALLS (7,121)	6,975	10,015	7,575	11,425	7,875	11,725
903	LAKE USWEGO (6,602)	7,060	10,308	7,646	12,143	7,907	12,849
904	MEOPORO (9,914)	6,900	8,454	8,022	11,130	...	...
905	PORTLAND (74,989)	7,250	10,310 10,565(MERIT)	7,650 8,350(3)	11,770 12,065(MERIT)	7,650 10,725(9)	13,210 13,605(MERIT)
906	ROSEBURG (6,929)	7,050	10,450	7,750	11,950	8,150	12,550

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS-MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.	MASTER'S NO. AVE.	SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$12,653 6 YRS	14 \$292	14 \$306	14 \$320	FULL CREDIT	NO	301	4	871
\$15,664 OUC.	15 \$360	15 \$446	15 \$446	STEP 11	B.A. MIN. = 1.00	422	7, 19	872
\$15,236 7 YRS	13 \$361	14 \$429	14 \$429	STEP 10	B.A. MIN. = 1.00	401		873
\$12,150 6 YRS	13 \$263	14 \$321	14 \$321	STEP 11	NO	682	3	874
\$13,625 M. A. +	13 \$337	13 \$446	... ..	STEP 8	NO	249	1	875
\$11,752 OUC.	12 \$242	12 \$296	12 \$296	STEP 11	NO	305	3	876
\$12,675 6 YRS +	12 \$292	12 \$383	12 \$383	STEP 8	NO	2,470	4	877
\$14,431 6 YRS	14 \$319	14 \$446	14 \$472	STEP 9	NO	400		878
\$12,290 OUC.	13 \$300	13 \$375	13 \$380	FULL CREDIT	B.A. MIN. = 1.00	666		879
\$13,797 6 YRS	10 \$438	10 \$438	10 \$438	FULL CREDIT	B.A. MIN. = 1.00	506	4	880
\$14,380 OUC.	14 \$367	14 \$452	14 \$452	FULL CREDIT	NO	645		881
\$14,553 6 YRS	11 \$288	14 \$434	14 \$483	FULL CREDIT	NO	308	3	882
\$11,730 M.A.	11 \$276	12 \$345	... ..	STEP 10	NO	336		883
\$14,108 OUC.	13 \$338	15 \$338	16 \$338	STEP 6	NO	1,067	3	884
\$10,926 OUC.	11 \$204	12 \$266	12 \$276	STEP 8	NO	316	3, 4	885
\$ 9,660 OUC.	17 \$105	17 \$105	17 \$105	FULL CREDIT	NO	375	7	886
\$ 9,050 OUC.	16 \$103	16 \$103	... ..	STEP 7	NO	443		887
\$ 8,840 M.A.	15 \$112	15 \$112	15 \$112	FULL CREDIT	NO	852		888
\$ 9,790 OUC.	15 \$100	19 \$100	21 \$100	FULL CREDIT	NO	762	4	889
\$ 8,350 OUC.	15 \$123	15 \$123	... ..	FULL CREDIT	NO	410	6	890
\$ 8,000 M.A.	15 \$ 87	15 \$100	... ..	FULL CREDIT	NO	415	3	891
\$ 8,800 OUC.	15 \$133	15 \$133	... ..	FULL CREDIT	NO	397	6	892
\$ 9,850 OUC.	18 \$117	18 \$133	... ..	STEP 7	NO	2,960		893
\$ 9,800 OUC.	13 \$192	13 \$192	... ..	STEP 5	NO	292	6	894
\$ 8,600 M.A.	16 \$100	16 \$100	... ..	FULL CREDIT	NO	821	4	895
\$12,480 OUC.	12 \$261	14 \$265	16 \$268	STEP 6	NO	3,071		896
\$12,976 6 YRS	13 \$279	15 \$309	15 \$323	STEP 8	NO	984		897
\$13,063 6 YRS	11 \$298	14 \$296	17 \$281	STEP 5	NO	302	4	898
\$13,871 OUC.	9 \$329	11 \$418	11 \$442	STEP 7	NO	437		899
\$12,836 6 YRS	11 \$284	15 \$284	16 \$284	STEP 9	NO	426		900
\$14,100 OUC.	12 \$311	14 \$347	14 \$373	STEP 10	B.A. MIN. = 1.00	1,124		901
\$11,725 6 YRS	12 \$253	15 \$257	15 \$257	STEP 8	NO	339		902
\$12,849 6 YRS	10 \$325	13 \$346	14 \$353	FULL CREDIT	B.A. MIN. = 1.00	278		903
\$12,252 OUC.	6 \$259	12 \$259	... ..	FULL CREDIT	NO	441	8	904
\$13,710 OUC.	12 \$255	14 \$294	16 \$348	FULL CREDIT	NO	3,615		905
\$12,550 6 YRS	10 \$340	13 \$323	14 \$314	STEP 8	NO	317		906

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
OREGON (CONTINUED)						
907 SALEM (22,346)	\$7,050	\$10,733	\$7,598	\$12,108	\$ 7,598 9,702(6)	\$12,876
908 SPRINGFIELD (9,884)	7,000	9,970	7,500	11,660	7,500 9,475(6)	12,580
PENNSYLVANIA						
909 ALLENTOWN (19,000)	6,800	10,500	7,400	11,800	7,800	12,200
910 BALOWIN-WHITEHALL, PITTSBURGH (9,750)	7,200	12,125 13,375(35 YRS)	7,632	13,575 14,475(35 YRS)	...	...
911 BETHEL PARK (8,938)	6,800	11,820 12,220(30 YRS)	7,300	12,370 12,770(30 YRS)	7,800	12,920 13,320(30 YRS)
912 BOYERTOWN (6,594)	7,200	11,100	7,800	13,350 13,850(20 YRS)	8,300	13,900 14,400(20 YRS)
913 BUTLER (12,586)	7,300	10,900	7,900	12,100	8,800	13,000
914 CARLISLE (6,629)	6,800	10,700 10,900(25 YRS)	7,400	11,700 11,900(25 YRS)	8,000	12,300 12,500(25 YRS)
915 CENTENNIAL DIST., WARMINSTER (13,119)	7,450	12,325	8,250	13,775	9,100	14,625
916 CENTRAL BUCKS, DOYLESTOWN (11,084)	7,400	10,600 10,925(20 YRS)	8,550	14,500 14,825(20 YRS)	9,050	15,700 16,025(20 YRS)
917 CHAMBERSBURG (10,497)	6,500	10,300	6,900	11,000	7,300	11,400
918 CHELTENHAM TWP., ELKINS PARK (6,878)	7,400	11,800	7,900	14,150	8,500	15,900
919 CHESTER (10,908)	7,300	12,000	7,900	12,900	8,300	13,300
920 COATESVILLE (8,963)	6,700	10,901	7,737	12,702	8,273	14,002
921 COLONIAL DIST., PLYMOUTH MEETING (8,503)	7,200	10,900	7,700	13,250	8,150	15,150
922 COUNCIL ROCK, RICHBORO (7,134)	7,300	11,400	8,000	13,200	9,100	15,250
923 DOWNINGTON (6,457)	7,200	10,700 12,100(MERIT)	7,700	11,300 13,700(MERIT)	7,900	11,500 13,900(MERIT)
924 EASTON (9,901)	6,800	10,700	7,400	11,600	7,600	11,800
925 ERIE (21,400)	7,500	11,150	8,300	12,600	8,800	13,100
926 FOX CHAPEL, PITTSBURGH (6,399)	7,500	12,100 13,100(35 YRS)	8,100	12,800 13,800(35 YRS)	8,400	13,100 14,100(35 YRS)
927 GATEWAY, MONROEVILLE (8,392)	7,300	11,950	8,100	13,700	8,850	14,450
928 HARRISBURG (12,450)	7,200	11,750 11,900(15 YRS)	7,800	12,350 12,500(15 YRS)	8,205	12,755 12,905(15 YRS)
929 HAVERFORD TWP., HAVERTOWN (7,699)	7,300	12,100	7,700	15,200	7,950	15,950
930 HAZLETON (12,265)	6,600	10,200 10,700(MERIT)	6,900	10,800 11,300(MERIT)	7,700	11,600 12,100(MERIT)
931 HEMPFIELD, GREENSBURG (9,460)	6,800	11,650	7,200	12,345	...	...
932 HIGHLANDS, TARENTUM (6,300)	7,900	11,800	8,500	13,000	9,100	13,500
933 LANCASTER (12,000)	7,038	11,449 11,770(30 YRS)	7,659	12,947 13,268(30 YRS)	8,384	13,696 14,017(30 YRS)
934 LOWER MERION, ARDMORE (9,769)	8,100	13,500 15,900(MERIT)	8,500	16,000 18,400(MERIT)	8,900	16,400 18,800(MERIT)
935 MCKEESPORT (10,355)	7,400	12,000 12,200(35 YRS)	7,700	12,600 12,800(35 YRS)	7,900	12,800 13,000(35 YRS)
936 MILLCREEK TWP. (8,930)	7,000	11,000 11,400(25 YRS)	7,800	11,800 12,200(25 YRS)	...	...
937 MT. LEBANON (8,685)	7,300	11,700 13,100(24 YRS)	8,000	13,400 14,350(24 YRS)	8,600	13,900 15,150(24 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$12,876	6 YRS	15	\$246	15	\$301	15	\$352	STEP 12	NO	1,151		907
\$12,580	6 YRS	11	\$270	13	\$320	14	\$363	STEP 10	NO	432		908
\$12,600	DOC.	12	\$308	14	\$314	14	\$314	STEP 7	NO	790	3, 4	909
\$13,800	M. A. +	11	\$448	14	\$425	...	...	FULL CREDIT	8.A. MIN. = 1.00	425		910
\$13,570	DOC.	14	\$359	14	\$362	14	\$366	FULL CREDIT	NO	407	3	911
\$14,100	6 YRS +	13	\$300	15	\$370	15	\$373	STEP 9	NO	299	6	912
\$13,900	DOC.	12	\$300	14	\$300	14	\$300	FULL CREDIT	NO	525		913
\$12,900	DOC.	13	\$300	13	\$331	13	\$331	FULL CREDIT	NO	344	6	914
\$15,475	7 YRS	13	\$375	13	\$425	13	\$425	FULL CREDIT	NO	620	6	915
\$16,642	DOC.	11	\$291	12	\$496	12	\$554	FULL CREDIT	NO	509		916
\$12,000	DOC.	13	\$292	14	\$293	14	\$293	FULL CREDIT	NO	479	3	917
\$16,100	DOC.	9	\$489	11	\$568	12	\$617	FULL CREDIT	NO	397		918
\$13,700	DOC.	14	\$336	15	\$333	15	\$333	STEP 6	NO	557	5	919
\$14,270	6 YRS +	11	\$382	13	\$382	15	\$382	FULL CREDIT	NO	499	3, 4	920
\$16,300	DOC.	10	\$370	13	\$427	14	\$500	FULL CREDIT	NO	427		921
\$15,750	DOC.	11	\$373	12	\$433	12	\$512	FULL CREDIT	NO	322		922
\$11,700	DOC.	10	\$350	10	\$360	10	\$360	FULL CREDIT	NO	333		923
\$12,100	DOC.	13	\$300	14	\$300	14	\$300	FULL CREDIT	NO	419	3	924
\$13,400	DOC.	11	\$332	13	\$331	13	\$331	STEP 7	NO	840	4,10	925
\$13,500	DOC.	14	\$329	14	\$336	14	\$336	FULL CREDIT	NO	358		926
\$16,000	DOC.	12	\$388	14	\$400	14	\$400	FULL CREDIT	NO	403	5	927
\$13,025	6 YRS +	13	\$350	13	\$350	13	\$350	FULL CREDIT	NO	656		928
\$16,700	DOC.	16	\$300	19	\$395	18	\$444	FULL CREDIT	NO	369		929
\$12,400	DOC.	12	\$300	12	\$325	12	\$325	FULL CREDIT	NO	550	3, 4	930
\$12,345	M.A.	12	\$404	14	\$368	...	...	FULL CREDIT	NO	362	4	931
\$13,500	6 YRS	13	\$300	15	\$300	15	\$293	STEP 7	NO	320	10	932
\$14,445	DOC.	16	\$276	16	\$330	16	\$332	FULL CREDIT	NO	620	4, 5	933
\$17,900	DOC.	10	\$540	12	\$625	12	\$625	FULL CREDIT	NO	554		934
\$13,200	DOC.	14	\$329	14	\$350	14	\$350	FULL CREDIT	NO	457		935
\$13,000	DOC.	13	\$308	13	\$308	...	...	STEP 10	NO	371		936
\$14,700	DOC.	11	\$400	11	\$491	11	\$482	FULL CREDIT	NO	369		937

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
PENNSYLVANIA (CONTINUED)						
938 NESHAMINY DIST., LANGHORNE (13,634)	\$7,450	\$11,850	\$8,350	\$13,258	\$ 9,475	\$15,300
939 NORRISTOWN (9,968)	6,800	11,449	7,200	12,305	7,600	13,589
940 NORTH ALLEGHENY DIST., PITTSBURGH (7,053)	7,400	10,900 11,300(29 YRS)	8,200	12,750 13,250(29 YRS)	8,950	14,200 14,600(29 YRS)
941 NORTH HILLS, PITTSBURGH (8,442)	7,700	11,600	8,700	12,800	...	14,000
942 NORTH PENN, LANSDALE (10,412)	7,700	11,800	8,100	13,700	8,900	15,100
943 NORWIN DIST., IRWIN (8,835)	7,000	11,500 11,850(30 YRS)	7,400	12,200 12,550(30 YRS)	7,850	12,650 13,000(30 YRS)
944 PENN HILLS (14,349)	7,000	11,750	7,450	12,800	7,875	13,250
945 PENNSBURG DIST., FALLSINGTON (14,004)	7,800	12,400	8,600	14,400	9,500	16,000
946 PHILADELPHIA (294,093)	8,900	14,380	9,200	15,200	9,780	16,000
947 PITTSBURGH (72,924)	8,100	13,100 13,400(25 YRS)	8,700	14,400 14,700(25 YRS)	9,100	15,000 15,300(25 YRS)
948 READING (14,888)	6,850	11,225 11,875(30 YRS)	7,650	12,025 12,675(30 YRS)	8,150	12,525 13,175(30 YRS)
949 RIOLEY (9,450)	7,300	12,550	7,700	13,650	...	14,200
950 SCANTON (16,400)	7,200	11,160	7,800	12,090	8,000	12,290
951 STATE COLLEGE (8,117)	6,700	11,236	7,141	12,055	7,582	12,874
952 UPPER MARY (11,465)	7,100	11,350 12,350(MERIT)	7,500	12,650 13,650(MERIT)	7,900	13,650 14,650(MERIT)
953 UPPER MERION, KING OF PRUSSIA (6,727)	7,000	11,648	7,600	12,148	8,000	13,031
954 WARREN CO. (11,127)	7,000	11,200	7,600	11,800	...	...
955 WEST SHORE (10,630)	7,000	10,900	7,600	11,800	8,100	12,300
956 WILLIAMSPORT (11,120)	6,800	11,000	7,100	11,600	7,400	11,900
957 YORK (9,064)	6,950	11,537	7,714	12,683	8,479	13,830
RHODE ISLAND						
958 CRANSTON (14,689)	6,900	10,900 11,200(35 YRS)	7,550	11,550 11,850(35 YRS)	7,700	11,700 12,000(35 YRS)
959 CUMBERLAND, ASHTON (6,924)	7,200	11,200	7,850	11,850	8,150	12,150
960 NEWPORT (6,402)	7,400	11,200	8,140	11,940	8,510	12,310
961 PROVIDENCE (25,181)	7,000	11,200	7,600	11,800	7,900	12,100
962 WARWICK (20,068)	7,450	9,700	8,200	10,700	8,700	11,200
SOUTH CAROLINA						
963 AIKEN CO. (24,389)	6,351	8,119	7,205	9,246	7,311	9,488
964 ANDERSON CO. DIST. 5 (12,569)	6,591	8,345	7,394	9,372	7,394 9,068(8)	10,372
965 BEAUFORT CO. (9,971)	6,581	8,355	7,484	9,492	8,084	10,092
966 BROOKLAND-CAYCE DIST. 2, CAYCE (11,090)	6,311	7,865	7,164	9,222	7,464	9,522
967 CHARLESTON CO. (59,095)	6,261	7,901	6,976	9,122	7,226	9,372
968 CHEROKEE CO, GAFFNEY (8,453)	6,576	8,431	7,455	9,590	7,705	9,840
969 CHESTER CO. (7,790)	6,461	8,145	7,264	9,272	...	...
970 COLUMBIA (39,155)	6,552	8,004 8,508(35 YRS)	7,332	9,708 10,500(35 YRS)	7,536	9,912 10,704(35 YRS)
971 OARLINGTON CO. (14,435)	6,253	8,034	7,097	9,146	7,337	9,386
972 FLORENCE (14,724)	6,211	7,695	6,914	9,022 9,122(18 YRS)	...	...

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.	MAXIMUM TO MASTER'S NO. AVE.	MAXIMUM SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$15,800	DUC.	11 \$400	11 \$446	11 \$530	FULL CREDIT	NO	626	5 938
\$14,000	DUC.	11 \$423	12 \$425	14 \$428	STEP 7	NO	423	3 939
\$14,450	6 YRS +	11 \$318	12 \$379	14 \$375	FULL CREDIT	NO	302	4 940
\$14,000	6 YRS	13 \$315	13 \$315	...	STEP 6	NO	342	10 941
\$16,100	DUC.	9 \$456	12 \$467	13 \$477	STEP 7	NO	406	942
\$12,950	7 YRS	12 \$375	13 \$369	13 \$369	FULL CREDIT	NO	377	943
\$13,900	DUC.	14 \$339	14 \$382	14 \$384	FULL CREDIT	NO	627	4 944
\$16,000	6 YRS	11 \$418	12 \$483	12 \$542	STEP 8	NO	665	6 945
\$17,000	DUC.	10 \$548	10 \$600	10 \$622	FULL CREDIT	NO	13,281	946
\$15,600	DUC.	10 \$500	10 \$570	10 \$590	STEP 8	NO	3,382	947
\$12,525	6 YRS	13 \$337	13 \$337	13 \$337	FULL CREDIT	NO	670	3, 4 948
\$14,200	6 YRS	15 \$350	14 \$425	...	STEP 10	NO	391	10 949
\$12,290	6 YRS	12 \$330	13 \$330	13 \$330	STEP 8	NO	778	950
\$13,693	DUC.	12 \$378	13 \$378	14 \$378	FULL CREDIT	NO	422	951
\$14,400	DUC.	12 \$354	11 \$468	11 \$523	FULL CREDIT	NO	550	3, 4 952
\$13,231	7 YRS	10 \$465	10 \$455	11 \$457	FULL CREDIT	NO	356	3 953
\$11,600	M.A.	14 \$300	14 \$300	...	FULL CREDIT	NO	482	954
\$12,800	DUC.	13 \$300	14 \$300	14 \$300	FULL CREDIT	NO	562	955
\$12,200	DUC.	14 \$300	15 \$300	15 \$300	STEP 7	NO	456	956
\$14,595	DUC.	14 \$328	14 \$355	14 \$382	FULL CREDIT	B.A. MIN. = 1.00	552	957
\$12,200	6 YRS +	9 \$444	9 \$444	9 \$444	FULL CREDIT	NO	729	3 958
\$12,550	6 YRS +	9 \$444	9 \$444	9 \$444	FULL CREDIT	NO	292	959
\$12,310	6 YRS	9 \$422	9 \$422	9 \$422	FULL CREDIT	NO	316	960
\$12,400	DUC.	10 \$420	10 \$420	10 \$420	STEP 11	NO	1,275	3 961
\$11,650	DUC.	... ...	... ...	... ...	STEP 7	NO	1,031	962
\$10,832	DUC.	14 \$126	14 \$146	14 \$156	FULL CREDIT	NO	1,053	963
\$11,177	DUC.	16 \$110	16 \$124	16 \$186	FULL CREDIT	NO	552	964
\$13,377	DUC.	14 \$127	14 \$143	14 \$143	FULL CREDIT	NO	445	965
\$10,697	DUC.	14 \$111	14 \$147	14 \$147	FULL CREDIT	NO	465	966
\$10,527	DUC.	14 \$117	14 \$153	14 \$153	FULL CREDIT	NO	2,080	967
\$11,221	DUC.	14 \$132	14 \$152	14 \$152	STEP 7	NO	382	4 968
\$ 9,272	M.A.	15 \$112	15 \$134	...	STEP 4	NO	328	969
\$11,016	DUC.	12 \$121	14 \$170	14 \$170	FULL CREDIT	NO	1,892	970
\$ 9,386	6 YRS	14 \$127	14 \$146	14 \$146	FULL CREDIT	NO	733	971
\$ 9,022	M.A.	14 \$106	14 \$150	...	FULL CREDIT	NO	579	972

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
SOUTH CAROLINA (CONTINUED)							
973	GEORGETOWN CO. (10,100)	\$6,261	\$ 7,870	\$7,064	\$ 8,897	\$...	\$...
974	GREENVILLE CO. (57,369)	6,400	8,250	8,000	10,050	8,300	10,550
975	GREENWOOD (9,810)	6,466	8,145 8,245 (24 YRS)	7,309	9,382 9,482 (24 YRS)	...	...
976	MARLBORO CO., BENNETTSVILLE (7,728)	6,366	7,850	7,114	8,822	...	...
977	NEWBERRY CO. (6,516)	6,047	7,605	6,857	8,640	7,057	8,840
978	OCONEE CO., WALHALLA (9,861)	6,576	8,431	7,455	9,590	7,705	9,840
979	ORANGEBURG DIST. 5 (7,608)	6,327	7,831	7,287	9,065	...	...
980	ROCK HILL (12,630)	6,731	8,215	7,534	9,242	...	...
981	SPARTANBURG CO. DIST. 7 (13,092)	6,576	8,431	7,455	9,590 9,790 (25 YRS)	7,705	9,840 10,040 (25 YRS)
982	UNION CO. (7,644)	6,033	7,744	6,857	8,831	7,522	10,361
SOUTH DAKOTA							
983	ABERDEEN (6,292)	6,650	9,709	7,448	11,039	8,246	11,837
984	RAPID CITY (13,859)	6,100	9,150	6,710	10,370	7,320	11,590
985	SIOUX FALLS (18,115)	6,600	9,900	7,260	11,220	7,920	12,540
TENNESSEE							
986	ANDERSON CO. (EXCL. CLINTON ELEM) (8,002)	6,400	7,985	7,090	8,915	7,697	9,950
987	BLOUNT CO. (EXCL. MARYVILLE) (10,129)	6,490	8,211	7,170	9,069	7,840	9,795
988	BRADLEY CO. (EXCL. CLEVELAND) (7,686)	6,336	8,272	6,901	9,082	...	...
989	CAMPBELL CO., JACKSBORO (6,400)	6,349	7,407	6,879	8,012	7,396	8,529
990	CARTER CO. (EXCL. ELIZABETHTON ELEM) (6,862)	6,000	7,050	6,500	7,625	7,000	8,125
991	CHATTANOOGA (26,506)	6,800	9,740	7,667	10,724	8,060	11,183
992	CLARKSVILLE-MONTGOMERY CO., CLARKSVILLE (13,933)	6,156	8,436	6,669	9,405	7,410	10,146
993	FAYETTE CO., SOMERVILLE (6,470)	6,000	7,050	6,500	7,625	7,000	8,125
994	FRANKLIN CO., WINCHESTER (6,305)	6,180	7,230	6,725	7,850	7,250	8,375
995	GREENE CO. (EXCL. GREENEVILLE) (6,679)	6,000	7,050	6,500	7,625	7,000	8,125
996	HAMILTON CO. (EXCL. CHATTANOOGA) (29,725)	6,700	9,380	7,504	10,318	7,705	10,586
997	HAWKINS CO. (EXCL. ROGERSVILLE ELEM) (6,997)	6,235	7,621	6,914	8,587	...	...
998	JACKSON (7,992)	6,250	8,312	6,687	9,562	7,125	10,062
999	JOHNSON CITY (6,600)	6,700	9,250	7,075	10,030	7,570	10,525
1000	KINGSPORT (6,955)	7,180	9,785	7,740	10,675	8,190	11,125
1001	KNOX CO. (EXCL. KNOXVILLE) (23,201)	6,450	9,546	7,095	10,449	7,482	11,094
1002	KNOXVILLE (36,027)	6,500	9,620	7,150	10,368	7,345	11,083
1003	LAWRENCE CO., LAWRENCEBURG (6,655)	6,175	7,525	6,750	8,175	7,325	8,750
1004	MADISON CO. (EXCL. JACKSON) (7,051)	6,175	8,120	6,669	9,448	6,978	9,757

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS--MINIMUM TO MAXIMUM BACHELOR'S MASTER'S SIX YEARS NO. AVE. NO. AVE. NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14		15	16
\$ 8,897	M.A.	13 \$124	13 \$141	...	...	FULL CREDIT	NO	404	4 973
\$11,050	DUC.	13 \$142	13 \$158	13 \$173		FULL CREDIT	NO	2,283	4 974
\$ 9,382	M.A.	14 \$120	14 \$148	...	...	FULL CREDIT	NO	415	975
\$ 8,822	M.A.	14 \$106	14 \$122	...	...	FULL CREDIT	NO	291	976
\$ 9,945	DOC.	14 \$111	14 \$127	14 \$134		FULL CREDIT	NO	289	977
\$11,221	DOC.	14 \$133	14 \$153	14 \$153		FULL CREDIT	NO	447	978
\$ 9,065	M.A.	14 \$107	14 \$127	...	...	FULL CREDIT	NO	325	979
\$ 9,242	M.A.	14 \$106	14 \$122	...	...	FULL CREDIT	NO	504	980
\$12,568	DOC.	14 \$133	14 \$153	14 \$153		FULL CREDIT	NO	680	981
\$10,361	6 YRS	14 \$122	14 \$141	14 \$203		FULL CREDIT	NO	300	982
\$11,837	6 YRS	12 \$255	14 \$256	14 \$256	STEP 6		B.A. MIN. = 1.00	285	983
\$11,590	6 YRS	10 \$305	12 \$305	14 \$305	STEP 7		B.A. MIN. = 1.00	542	3 984
\$12,540	6 YRS	10 \$330	12 \$330	14 \$330	FULL CREDIT	NO		870	985
\$ 9,950	6 YRS	15 \$106	15 \$122	15 \$150	FULL CREDIT	NO		372	986
\$ 9,795	6 YRS	15 \$115	15 \$127	15 \$130	FULL CREDIT	NO		420	987
\$ 9,082	M.A.	15 \$129	15 \$145	...	...	FULL CREDIT	NO	314	988
\$ 8,529	6 YRS	15 \$ 71	15 \$ 76	15 \$ 76	FULL CREDIT	NO		322	989
\$ 8,625	DUC.	15 \$ 70	15 \$ 75	15 \$ 75	FULL CREDIT	NO		285	990
\$11,817	DOC.	14 \$210	14 \$218	14 \$223	FULL CREDIT		B.A. MIN. = 1.00	1,079	991
\$10,146	6 YRS	15 \$152	15 \$182	15 \$182	FULL CREDIT		M.A. MAX. = 1.00	626	992
\$ 8,625	DOC.	15 \$ 70	15 \$ 75	15 \$ 75	FULL CREDIT	NO		288	993
\$ 9,375	6 YRS	15 \$ 70	15 \$ 75	15 \$ 75	FULL CREDIT	NO		255	994
\$ 8,625	DUC.	15 \$ 70	15 \$ 75	15 \$ 75	FULL CREDIT	NO		318	995
\$11,189	DUC.	15 \$179	15 \$188	15 \$192	STEP 11		B.A. MIN. = 1.00	1,165	996
\$ 8,587	M.A.	15 \$ 92	15 \$112	...	...	FULL CREDIT	NO	276	997
\$10,062	6 YRS	15 \$137	15 \$192	15 \$196	FULL CREDIT		B.A. MIN. = 1.00	358	998
\$10,525	6 YRS	16 \$159	16 \$185	16 \$185	FULL CREDIT	NO		300	4 999
\$11,125	6 YRS	18 \$145	18 \$163	18 \$163	FULL CREDIT	NO		332	1000
\$11,868	DOC.	12 \$258	13 \$258	14 \$258	STEP 6		B.A. MIN. = 1.00	1,046	1001
\$11,960	DOC.	12 \$260	13 \$230	14 \$267	STEP 6		B.A. MIN. = 1.00	1,871	4 1002
\$ 8,750	6 YRS	15 \$ 90	15 \$ 95	15 \$ 95	FULL CREDIT	NO		273	1003
\$ 9,757	6 YRS	15 \$130	15 \$185	15 \$185	FULL CREDIT		B.A. MIN. = 1.00	315	1004

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
TENNESSEE (CONTINUED)						
1005 MAURY CO., COLUMBIA (10,600)	\$6,500	\$ 8,710	\$7,350	\$ 9,520	\$ 8,350	\$10,530
1006 MEMPHIS (149,496)	6,600	10,250 10,350(20 YRS)	7,400	11,220 11,320(20 YRS)	8,320	12,450 12,550(20 YRS)
1007 NASHVILLE-DAVIDSON CO., NASHVILLE (92,352)	6,800	10,064	7,616	11,152	8,432	12,240
1008 OAK RIDGE (7,204)	7,200	10,728	7,776	12,024	7,776 9,504(3)	12,456
1009 PUTNAM CO., COOKEVILLE (7,056)	6,539	8,530	7,124	9,364	7,709	10,094
1010 ROBERTSON CO., SPRINGFIELD (7,303)	6,100	8,480	6,850	9,215	7,450	9,815
1011 RUTHERFORD CO. (EXCL. MURFREESBORO ELEM) (9,595)	6,010	8,217	6,615	9,215	7,120	10,135
1012 SEVIER CO., SEVIERVILLE (6,316)	6,300	7,350	6,800	7,925	7,300	8,425
1013 SHELBY CO. (EXCL. MEMPHIS) (22,996)	6,900	10,150	7,550	10,800	8,200	12,420
1014 SULLIVAN CO., BLOUNTVILLE (18,529)	6,600	8,580	7,260	9,834	7,524	10,494
1015 SUMNER CO., GALLATIN (14,150)	6,000	8,600	6,780	9,465	7,620	10,305
1016 TIPTON CO., COVINGTON (6,839)	6,000	7,609	6,597	8,622	7,256	9,281
1017 WARREN CO., MCMINNVILLE (6,148)	6,200	7,700	6,775	9,160	7,225	9,610
1018 WASHINGTON CO., JONESBORO (7,877)	6,000	7,512	6,970	9,456	7,960	10,789
1019 WILLIAMSON CO., FRANKLIN (6,364)	6,600	8,400	7,330	9,115	8,170	9,955
TEXAS						
1020 ABILENE (18,950)	6,700	8,750 8,950(25 YRS)	7,300	10,010 10,210(25 YRS)	7,800	10,510 10,710(25 YRS)
1021 ALICE (6,668)	6,300	7,970	6,900	9,180	...	...
1022 AMARILLO (29,000)	6,700	9,125	7,300	9,660	7,700	10,550
1023 AUSTIN (52,550)	6,600	8,855	7,260	10,241	...	...
1024 BEAUMONT (15,180)	6,700	9,050	7,400	10,310	...	...
1025 BIG SPRING (7,349)	6,650	10,430	7,250	11,430	...	...
1026 BIRVILLE, FORT WORTH (14,777)	6,850	8,830	7,150	10,120	...	...
1027 BRAZOSPORT (11,377)	7,400	9,450	8,000	10,710	8,150	10,860
1028 BRYAN (9,492)	6,000	9,780	6,600	10,780	...	...
1029 CLEAR CREEK, LEAGUE CITY (11,798)	7,500	9,550	8,100	10,810 11,210(21 YRS)	...	...
1030 CORPUS CHRISTI (46,276)	6,700	8,900	7,300	10,350	...	...
1031 DALLAS (167,136)	6,800	9,860	7,480	11,220	...	...
1032 DENISON (6,425)	6,204	8,254	6,804	9,514	...	...
1033 DENTON (8,225)	6,400	10,180	7,000	11,180	...	...
1034 ECTOR CO., UDESSA (24,349)	7,445	9,125	8,000	10,520	8,555	11,355
1035 EDGEWOOD, SAN ANTONIO (22,134)	6,000	9,780	6,600	10,780	...	...
1036 EDINBURG (8,010)	6,400	10,180	7,000	11,180	...	...
1037 EL PASO (61,984)	6,600	9,050	7,200	10,380	7,400	10,580
1038 FORT WORTH (84,856)	6,800	9,860	7,240	10,500	7,240 8,593(4)	10,875

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE 8.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$10,530	6 YRS	15	\$147	15	\$145	15	\$145	FULL CREDIT	NO	440	1005
\$13,800	00C.	14	\$261	15	\$255	15	\$275	STEP 10	8.A. MIN. = 1.00	6,454	1006
\$13,328	00C.	12	\$272	12	\$272	14	\$272	STEP 11	8.A. MIN. = 1.00	4,469	1007
\$13,680	00C.	13	\$271	13	\$327	13	\$360	STEP 6	8.A. MIN. = 1.00	337	1008
\$10,094	6 YRS	15	\$133	15	\$150	15	\$160	FULL CREDIT	NO	311	1009
\$ 9,815	6 YRS	15	\$159	15	\$158	15	\$158	FULL CREDIT	8.A. MIN. = 1.00	305	4 1010
\$10,135	6 YRS	15	\$147	15	\$173	15	\$201	FULL CREDIT	NO	411	1011
\$ 8,925	00C.	15	\$ 70	15	\$ 75	15	\$ 75	FULL CREDIT	NO	265	1012
\$13,080	00C.	15	\$217	15	\$217	15	\$281	STEP 4	NO	870	1013
\$10,494	6 YRS	15	\$132	15	\$172	15	\$198	FULL CREDIT	8.A. MIN. = 1.00	776	1014
\$10,305	6 YRS	15	\$173	15	\$179	15	\$179	FULL CREDIT	NO	665	1015
\$ 9,281	6 YRS	15	\$107	15	\$135	15	\$135	FULL CREDIT	8.A. MIN. = 1.00	275	1016
\$ 9,860	00C.	15	\$100	15	\$159	15	\$159	FULL CREDIT	NO	261	1017
\$12,207	00C.	12	\$126	14	\$178	16	\$177	FULL CREDIT	NO	320	1018
\$ 9,955	6 YRS	15	\$120	15	\$119	15	\$119	FULL CREDIT	NO	287	1019
\$10,510	6 YRS	11	\$186	18	\$151	18	\$151	FULL CREDIT	NO	825	4 1020
\$ 9,180	M.A.	5	\$334	7	\$326	...	...	FULL CREDIT	NO	311	1021
\$10,950	00C.	12	\$202	9	\$262	11	\$259	FULL CREDIT	NO	1,150	4 1022
\$11,241	00C.	6	\$376	7	\$426	...	...	STEP 7	NO	2,284	4 1023
\$10,455	M. A. +	8	\$294	8	\$364	...	...	FULL CREDIT	NO	657	4 1024
\$11,430	M.A.	10	\$378	10	\$418	...	...	STEP 7	NO	337	6 1025
\$10,120	M.A.	12	\$165	18	\$165	...	...	FULL CREDIT	NO	591	1026
\$11,910	00C.	11	\$186	18	\$151	18	\$151	FULL CREDIT	NO	546	1027
\$10,780	M.A.	10	\$378	10	\$418	...	...	FULL CREDIT	NO	401	6 1028
\$10,810	M.A.	6	\$342	7	\$387	...	...	FULL CREDIT	NO	550	1029
\$10,350	M.A.	9	\$244	11	\$277	...	...	FULL CREDIT	NO	1,846	1030
\$13,600	00C.	10	\$306	12	\$312	...	...	STEP 6	8.A. MIN. = 1.00	6,424	1031
\$ 9,514	M.A.	6	\$342	7	\$387	...	...	FULL CREDIT	NO	271	4 1032
\$11,180	M.A.	10	\$378	10	\$418	...	...	FULL CREDIT	NO	403	1033
\$11,355	6 YRS	12	\$140	18	\$140	20	\$140	STEP 7	NO	1,074	1034
\$10,780	M.A.	10	\$378	10	\$418	...	...	FULL CREDIT	NO	805	4 1035
\$11,180	M.A.	10	\$378	10	\$418	...	...	STEP 7	NO	383	6,30 1036
\$10,580	6 YRS	7	\$350	7	\$454	8	\$398	FULL CREDIT	NO	2,648	3 1037
\$11,100	00C.	10	\$306	10	\$326	10	\$364	FULL CREDIT	NO	3,339	3 1038

SALARY SCHEOLE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
TEXAS (CONTINUED)						
1039 GALENA PARK (11,982)	\$7,100	\$ 9,150	\$7,600	\$10,410	\$...	\$...
1040 GALVESTON (12,766)	7,263	9,313	7,863	10,133 10,573(18 YRS)	8,363	10,633 11,073(18 YRS)
1041 GOOSE CREEK, BAYTOWN (14,247)	7,300	8,850	7,900	10,620	7,900 9,050(4)	11,560
1042 GRANO PRAIRIE (11,215)	6,960	8,744	7,500	9,956	...	...
1043 HARLANOALE (17,983)	6,450	10,130	7,150	11,130	...	...
1044 HOUSTON (239,336)	7,100	10,200	7,720	11,440	...	...
1045 HURST (16,865)	6,880	8,930	7,480	10,190	7,680	10,390
1046 IRVING (23,900)	7,000	9,050	7,600	9,870 10,310(18 YRS)	...	...
1047 LA MARQUE (6,817)	7,600	9 75	8,200	11,085	8,500	11,385
1048 LAMAR, ROSENBERG (7,614)	6,900	10,680	7,500	11,680	...	...
1049 LAREOO (17,143)	6,000	9,780	6,600	10,780	...	...
1050 LONGVIEW (9,445)	6,500	8,550	7,100	9,810	...	...
1051 LUBBOCK (33,209)	6,700	8,750	7,300	10,010	7,700	10,410
1052 LUFKIN (6,650)	6,000	9,780	6,600	10,780	...	...
1053 MARSHALL (7,380)	6,000	9,780	6,600	10,780	...	...
1054 MCALLEN (11,081)	6,500	10,180	7,100	11,180	...	...
1055 MESQUITE (18,243)	6,600	8,550	7,100	9,370 9,810(18 YRS)	...	...
1056 MIOLANO (17,682)	7,450	9,560	8,000	11,085	8,500	11,585
1057 NEOERLANO (6,509)	6,800	9,200	7,400	10,300	...	...
1058 NORTH EAST OIST., SAN ANTONIO (27,000)	6,700	9,120	7,300	10,655	7,600	10,955
1059 NORTH FOREST, HOUSTON (16,171)	6,700	10,080	7,000	11,080	...	...
1060 PASAOENA (35,557)	7,045	8,275 8,475(MERIT)	7,570	9,675 9,875(MERIT)	7,870	9,975 10,175(MERIT)
1061 PHARR-SAN JUAN-ALAMO DIST., PHARR (7,614)	6,500	8,250	7,000	9,170 9,610(18 YRS)	...	...
1062 PLAINVIEW (6,594)	6,600	10,380	7,500	11,680	...	...
1063 PORT NECHES (6,865)	7,000	9,620	7,600	10,500	...	...
1064 RICHAROSON (29,100)	6,750	8,520	7,350	9,730	7,350 8,250(6)	9,930
1065 SAN ANTONIO (75,617)	6,500	9,360	7,150	10,303	...	...
1066 SHERMAN (7,294)	6,300	8,350	7,260	9,470 9,910(18 YRS)	...	...
1067 SPRING BRANCH (36,000)	6,900	8,950	7,500	9,770 10,210(21 YRS)	...	...
1068 TEMPLE (7,700)	6,000	8,050	6,600	8,970 9,310(18 YRS)	...	...
1069 TEXARKANA (7,200)	6,500	8,350	7,100	9,170 9,610(18 YRS)	...	...
1070 TYLER (16,100)	6,866	8,966	7,466	10,451	...	...
1071 WEST ORANGE-COVE, ORANGE (6,888)	7,020	9,145	7,620	10,420	7,920	10,720
1072 WICHITA FALLS (18,700)	6,400	8,450 8,750(20 YRS)	7,200	9,600 10,210(20 YRS)	...	...
UTAH						
1073 ALPINE OIST., AMERICAN FORK (17,769)	6,035	10,139	6,335	11,044	6,435	11,346

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO MAXIMUM				MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	BACHELUR'S NO. AVE.	MASTER'S NO. AVE.	SIX YEARS NO. AVE.						15	16
\$10,410	M.A.	6 \$342	7 \$401	...	...	FULL CREDIT	NO		557	5	1039
\$11,133	DOC.	6 \$342	6 \$378	6	\$378	STEP 10	NO		555		1040
\$11,860	DOC.	6 \$258	10 \$272	12	\$305	FULL CREDIT	NO		659		1041
\$ 9,956	M.A.	10 \$178	12 \$205	...	...	FULL CREDIT	NO		422		1042
\$11,130	M.A.	10 \$368	10 \$398	...	...	STEP 7	NO		695		1043
\$12,060	DOC.	10 \$310	12 \$310	...	...	STEP 6	B.A. MIN. = 1.00		8,897		1044
\$10,390	6 YRS	6 \$342	7 \$387	7	\$387	FULL CREDIT	NO		708		1045
\$10,310	M.A.	6 \$342	6 \$378	...	...	FULL CREDIT	NO		980	4	1046
\$11,685	DOC.	6 \$363	7 \$412	7	\$412	FULL CREDIT	NO		355		1047
\$11,680	M.A.	10 \$378	10 \$418	...	...	FULL CREDIT	NO		343		1048
\$10,780	M.A.	10 \$378	10 \$418	...	...	FULL CREDIT	NO		716	4	1049
\$ 9,810	M.A.	11 \$186	18 \$151	...	...	FULL CREDIT	NO		461	6	1050
\$10,810	DOC.	6 \$342	7 \$387	7	\$387	FULL CREDIT	NO		1,403	4	1051
\$10,780	M.A.	10 \$378	10 \$418	...	...	FULL CREDIT	NO		277		1052
\$10,780	M.A.	10 \$378	10 \$418	...	...	FULL CREDIT	NO		364	4	1053
\$11,180	M.A.	10 \$368	10 \$408	...	...	STEP 8	NO		581		1054
\$ 9,370	M.A.	6 \$325	6 \$378	...	...	STEP 7	NO		687		1055
\$11,585	6 YRS	13 \$162	15 \$206	15	\$206	STEP 7	NO		778	6	1056
\$11,300	DOC.	12 \$200	17 \$171	...	...	FULL CREDIT	NO		286		1057
\$11,255	DOC.	9 \$269	11 \$305	11	\$305	STEP 7	NO		1,120	4	1058
\$11,080	M.A.	10 \$338	10 \$408	...	...	FULL CREDIT	NO		714		1059
\$10,175	DOC.	6 \$200	10 \$200	10	\$200	FULL CREDIT	NO		1,480		1060
\$ 9,170	M.A.	6 \$292	6 \$362	...	...	FULL CREDIT	NO		465	6	1061
\$11,680	M.A.	10 \$378	10 \$418	...	...	FULL CREDIT	NO		280		1062
\$10,500	M.A.	10 \$262	12 \$242	...	...	FULL CREDIT	NO		312		1063
\$10,130	DOC.	5 \$354	7 \$340	7	\$368	FULL CREDIT	NO		1,245	3, 4	1064
\$10,303	M.A.	10 \$286	10 \$315	...	...	STEP 7	NO		2,886	4	1065
\$10,470	DOC.	6 \$342	6 \$368	...	...	STEP 10	NO		310		1066
\$10,210	M.A.	6 \$342	6 \$378	...	...	FULL CREDIT	NO		1,450	4	1067
\$ 8,870	M.A.	6 \$342	6 \$378	...	...	FULL CREDIT	NO		370	4	1068
\$ 9,170	M.A.	8 \$231	6 \$345	...	...	FULL CREDIT	NO		293		1069
\$10,451	M.A.	6 \$350	8 \$373	...	...	FULL CREDIT	NO		758		1070
\$10,920	DOC.	11 \$193	18 \$156	18	\$156	FULL CREDIT	NO		436	4	1071
\$10,210	M. A. +	10 \$205	11 \$218	...	...	FULL CREDIT	NO		750	8	1072
\$11,889	DOC.	11 \$373	11 \$428	11	\$446	STEP 7	B.A. MIN. = 1.00		631		1073

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
UTAH (CONTINUEO)							
1074	BOX ELDOR CO., BRIGHAM CITY (9,171)	\$6,188	\$ 9,620	\$6,760	\$11,128	\$...	\$...
1075	CACHE CO. (EXCL. LOGAN) (6,652)	6,000	9,792	6,492	10,944	6,660	11,232
1076	DAVIS CO., FARMINGTON (33,566)	6,250	9,775	7,150	11,275	7,150 8,625(6)	11,525
1077	GRANITE DISTRICT (EXCL. SALT LAKE CITY) (63,000)	6,410	9,615	6,963	11,162	...	...
1078	JORDAN DIST., SANDY (23,528)	6,444	9,300	7,176	11,388	7,308	11,520
1079	MURRAY (6,417)	6,298	8,685	6,877	11,078	6,877 8,106(4)	11,368
1080	NEBO DIST., SPANISH FORK (9,772)	5,800	9,660	6,325	10,350	6,555	10,695
1081	PROVO (8,684)	6,006	10,090	6,406	10,991	6,731	11,411
1082	SALT LAKE CITY (33,914)	6,100	8,480	7,003	10,923	7,224	11,634
1083	TOOELE CO. (6,852)	6,415	10,649	7,090	11,547	...	...
VERMONT							
1084	BURLINGTON (6,964)	6,400	10,176 10,496(15 YRS)	7,040	11,264 11,584(15 YRS)	...	...
VIRGINIA							
1085	ACCOMACK CO., ACCOMAC (6,407)	6,550	8,750	7,050	9,250	...	...
1086	ALBEMARLE CO. (8,400)	6,700	10,184	7,400	10,884	...	...
1087	ALEXANDRIA (17,300)	7,550	13,213	8,683	15,629	9,589	16,988
1088	ARLINGTON CO. (25,400)	7,575	11,650 12,450(34 YRS)	8,660	15,225 16,025(34 YRS)	9,400	15,980 16,780(34 YRS)
1089	AUGUSTA CO. (EXCL. STAUNTON) (10,281)	6,800	9,350	7,400	9,950	...	...
1090	BEDFORD CO. (7,997)	6,800	9,000	7,600	9,800	...	...
1091	BUCHANAN CO., GRUNOY (9,131)	6,800	8,800	7,500	9,500	...	...
1092	CAMPBELL CO., RUSTBURG (10,484)	6,700	8,900 9,000(20 YRS)	7,500	9,700 9,800(20 YRS)	...	...
1093	CHARLOTTESVILLE (7,021)	7,100	10,954	7,850	11,951	8,600	12,949
1094	CHESAPEAKE (24,868)	6,950	10,550	7,650	11,250	...	...
1095	CHESTERFIELD CO. (24,065)	7,000	11,200	7,700	11,900	...	...
1096	DANVILLE (10,500)	6,900	9,729	7,500	10,329	...	...
1097	FAIRFAX CO. (129,979)	7,350	13,143	7,750	16,400	7,750	17,100
1098	FAUQUIER CO., WARRENTON (6,416)	6,900	9,900	7,700	10,700	...	...
1099	FRANKLIN CO., RUCKY MOUNT (6,788)	6,800	8,800	7,500	9,500	...	...
1100	FREDERICK CO., WINCHESTER (7,384)	6,900	9,798	7,700	10,598	...	...
1101	HALIFAX CO. (7,466)	6,800	8,600	7,550	9,350	...	...
1102	HAMPTON (32,146)	7,000	11,000	7,700	11,800	...	...
1103	HANOVER CO., ASHLAND (9,331)	6,700	9,800	7,300	10,400	...	...
1104	HENRICO CO. (34,388)	7,000	11,300	7,700	12,000	...	...
1105	HENRY CO. (EXCL. MARTINSVILLE) (12,810)	6,800	9,550	7,500	10,250	...	...
1106	LOUDOUN CO., LEESBURG (9,386)	7,000	10,500	7,600	11,400	...	...
1107	LYNCHBURG (11,599)	7,100	10,115 10,418(15 YRS)	7,850	10,865 11,168(15 YRS)	8,450	11,465 11,768(15 YRS)

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-BACHELOR'S NO. AVE.		-MINIMUM TO MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10		11		12		13		14		15		16	
\$11,128	M.A.	12	\$286	15	\$291	...	...	STEP 6		NO		350			1074
\$11,232	6 YRS	13	\$292	14	\$318	14	\$327	STEP 10		NO		235			1075
\$11,775	DOC.	13	\$271	15	\$275	15	\$292	STEP 10		NO		1,341	6		1076
\$12,167	DOC.	11	\$291	14	\$300	...	...	STEP 11		NO		2,500			1077
\$11,520	6 YRS	9	\$317	13	\$324	13	\$324	FULL CREDIT		NO		883			1078
\$11,368	6 YRS	8	\$298	12	\$350	12	\$374	FULL CREDIT		NO		231			1079
\$11,270	DOC.	11	\$351	11	\$366	11	\$376	STEP 5		8.A. MIN. = 1.00		418	4		1080
\$11,772	DOC.	11	\$371	11	\$417	11	\$425	FULL CREDIT		8.A. MIN. = 1.00		354			1081
\$12,875	DOC.	8	\$298	11	\$356	12	\$368	FULL CREDIT		NO		1,321	8		1082
\$11,547	M.A.	12	\$353	12	\$371	...	...	STEP 6		NO		262			1083
\$11,904	DOC.	9	\$420	10	\$422	...	...	STEP 8		8.A. MIN. = 1.00		361	3, 4		1084
\$ 9,250	M.A.	15	\$147	15	\$147	...	...	STEP 13		NO		306			1085
\$10,884	M.A.	16	\$218	16	\$218	...	...	FULL CREDIT		NO		473			1086
\$18,196	DOC.	13	\$436	15	\$463	16	\$462	STEP 11		8.A. MIN. = 1.00		830	34		1087
\$16,735	DOC.	9	\$453	14	\$469	14	\$470	STEP 10		NO		1,138	4		1088
\$ 9,950	M.A.	15	\$170	15	\$170	...	...	FULL CREDIT		NO		428	4		1089
\$ 9,800	M.A.	15	\$147	15	\$147	...	...	FULL CREDIT		NO		373			1090
\$ 9,500	M.A.	14	\$143	14	\$143	...	...	FULL CREDIT		NO		380	4		1091
\$ 9,700	M.A.	15	\$147	15	\$147	...	...	FULL CREDIT		NO		420	4		1092
\$12,949	6 YRS	16	\$241	16	\$256	16	\$272	FULL CREDIT		NO		293	4		1093
\$11,250	M.A.	16	\$225	16	\$225	...	...	STEP 8		NO		1,096			1094
\$11,900	M.A.	15	\$280	15	\$280	...	...	FULL CREDIT		8.A. MIN. = 1.00		1,141			1095
\$10,329	M.A.	15	\$189	15	\$189	...	...	STEP 11		NO		395	4		1096
\$17,800	DOC.	12	\$483	17	\$509	18	\$519	STEP 10		NO		5,563			1097
\$10,700	M.A.	14	\$214	14	\$214	...	...	FULL CREDIT		NO		325			1098
\$ 9,500	M.A.	16	\$125	16	\$125	...	...	FULL CREDIT		NO		286			1099
\$10,598	M.A.	12	\$242	12	\$242	...	...	FULL CREDIT		OTHER		321			1100
\$ 9,350	M.A.	15	\$120	15	\$120	...	...	FULL CREDIT		NO		311			1101
\$11,800	M.A.	16	\$250	16	\$256	...	...	STEP 15		NO		1,568			1102
\$10,400	M.A.	16	\$194	16	\$194	...	...	FULL CREDIT		NO		402			1103
\$12,000	M.A.	15	\$287	15	\$287	...	...	FULL CREDIT		NO		1,729			1104
\$10,250	M.A.	17	\$162	17	\$162	...	...	FULL CREDIT		NO		534	4		1105
\$11,400	M.A.	13	\$269	13	\$292	...	...	FULL CREDIT		NO		391	4		1106
\$11,765	DOC.	12	\$251	12	\$251	12	\$251	STEP 12		NO		573	6		1107

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
VIRGINIA (CONTINUED)						
1108 MECKLENBURG CO., BOYOTON (6,824)	\$6,500	\$ 8,580	\$7,000	\$ 9,080	\$...	\$...
1109 MONTGOMERY CO., CHRISTIANSBURG (8,298)	6,800	9,350	7,600	10,150	...	...
1110 NANSEMONO CO. (EXCL. SUFFOLK) (9,535)	6,700	8,710	7,370	9,380	...	...
1111 NEWPORT NEWS (31,544)	7,000	10,600	7,600	11,200	8,000	11,600
1112 NORFOLK (55,404)	7,000	10,640	7,700	11,340	8,050	11,690
1113 PETERSBURG (8,431)	7,000	10,070	7,800	10,870	...	...
1114 PITTSYLVANIA CO., CHATHAM (15,103)	6,800	9,100	7,300	9,600	...	...
1115 PORTSMOUTH (27,000)	6,950	10,123 10,450(20 YRS)	7,650	10,823 11,150(20 YRS)	8,350	11,523 11,850(20 YRS)
1116 PRINCE WILLIAM CO., MANASSAS (30,928)	7,350	11,660	8,190	13,900	8,541	14,251
1117 PULASKI CO. (6,996)	6,800	8,950	7,550	9,700	...	...
1118 RICHMOND (48,013)	7,000	11,200	7,800	12,000	...	...
1119 ROANOKE (19,281)	7,000	10,400	7,800	11,200	8,200	11,600
1120 ROANOKE CO. (21,527)	7,000	10,400	7,800	11,200	8,100	11,500
1121 ROCKINGHAM CO. (EXCL. HARRISONBURG) (10,827)	6,800	9,300	7,500	10,000	...	...
1122 RUSSELL CO., LEBANON (6,306)	6,600	8,600	7,300	9,300	...	...
1123 SMYTH (7,199)	6,750	8,750	7,350	9,350	...	...
1124 TAZEWELL CO. (11,350)	6,650	8,750	7,400	9,500	...	...
1125 VIRGINIA BEACH (45,183)	7,000	11,060	7,910	11,970	...	...
1126 WASHINGTON CO., ABINGDON (10,050)	6,545	8,533	7,045	9,033	...	...
1127 WISE CO. (9,440)	6,700	8,500	7,200	9,000	...	...
1128 YORK CO., YORKTOWN (7,912)	7,000	10,654	7,750	11,404	...	...
WASHINGTON						
1129 AUBURN (8,367)	7,000	8,400	8,100	11,565	8,800	13,350
1130 BELLEVUE (23,814)	7,050	10,364	8,460	13,395	9,165	15,299
1131 BELLINGHAM (8,957)	6,950	9,174	7,923	12,927	8,340	13,414
1132 BREMERTON (8,923)	7,000	8,450	8,142	12,130	8,792	13,143
1133 CENTRAL VALLEY DIST. 356, SPOKANE (9,234)	6,800	9,000	7,915	10,965	9,015	13,035
1134 CLOVER PARK (15,852)	6,850	10,055	8,015	11,875	8,840	13,470
1135 EDOMONOS DIST. 15, LYNNWOOD (28,407)	6,900	9,522	7,314 8,556(3)	11,661	7,314 9,384(3)	13,869
1136 EVERETT (13,457)	7,050	10,928	8,028	13,078	8,672	13,713
1137 FEDERAL WAY (15,896)	6,854	9,419	7,668	11,008	8,139	13,413
1138 FRANKLIN PIERCE DIST., TACOMA (8,500)	6,936	9,920	8,176	11,822	9,017	12,995
1139 HIGHLINE DIST., SEATTLE (29,054)	6,890	8,465	8,115	10,320	8,940	11,255
1140 ISSAQUAH (7,617)	7,100	9,329	8,925	13,526	9,535	14,200
1141 KENNEWICK (7,899)	6,900	7,728	8,142	12,214	8,817	12,889
1142 KENT (13,875)	6,936	9,433	7,800	10,854	8,843	13,351
1143 LONGVIEW (8,755)	6,950	8,827	7,958 8,896(3)	11,398	7,958 9,522(3)	12,962

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE 8.A. SCALE	SCHEOLE DERIVED AS INOE TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16				
\$ 9,080	M.A.	16	\$130	16	\$130	...	...	FULL CREDIT	NO	333	6	1108
\$10,150	M.A.	15	\$170	15	\$170	...	...	FULL CREDIT	NO	336		1109
\$ 9,380	M.A.	14	\$144	14	\$144	...	...	FULL CREDIT	NO	397	4	1110
\$11,600	6 YRS	15	\$240	15	\$240	15	\$240	FULL CREDIT	8.A. MIN. = 1.00	1,473		1111
\$12,040	OUC.	10	\$364	10	\$364	10	\$364	STEP 9	NO	2,692		1112
\$10,870	M.A.	13	\$236	13	\$236	...	...	FULL CREDIT	NO	414		1113
\$ 9,600	M.A.	16	\$144	16	\$144	...	...	FULL CREDIT	NO	629	4	1114
\$12,230	OUC.	16	\$198	16	\$198	16	\$198	STEP 8	NO	1,200	4	1115
\$15,170	OUC.	12	\$359	16	\$357	16	\$357	STEP 11	NO	1,475		1116
\$ 9,700	M.A.	15	\$143	15	\$143	...	...	FULL CREDIT	NO	285	4	1117
\$12,900	OUC.	16	\$263	16	\$263	...	...	STEP 14	NO	2,035		1118
\$11,600	6 YRS	12	\$283	12	\$283	12	\$283	FULL CREDIT	8.A. MIN. = 1.00	899		1119
\$11,500	6 YRS	12	\$283	12	\$283	12	\$283	FULL CREDIT	NO	974	11	1120
\$10,000	M.A.	16	\$156	16	\$156	...	...	FULL CREDIT	NO	451		1121
\$ 9,300	M.A.	14	\$143	14	\$143	...	...	FULL CREDIT	NO	263	4	1122
\$ 9,350	M.A.	15	\$133	15	\$133	...	...	STEP 13	NO	360	4	1123
\$ 9,500	M.A.	15	\$140	15	\$140	...	...	STEP 13	NO	500		1124
\$11,970	M.A.	14	\$290	14	\$290	...	...	STEP 11	8.A. MIN. = 1.00	1,901		1125
\$10,033	OUC.	15	\$133	15	\$133	...	...	FULL CREDIT	NO	520	4	1126
\$ 9,000	M.A.	12	\$150	12	\$150	...	...	FULL CREDIT	NO	393	4	1127
\$11,404	M.A.	17	\$215	17	\$215	...	...	STEP 12	8.A. MIN. = 1.00	412		1128
\$14,450	DOC.	5	\$280	11	\$315	13	\$350	FULL CREDIT	NO	325		1129
\$16,004	DOC.	9	\$368	11	\$449	13	\$472	FULL CREDIT	8.A. MIN. = 1.00	1,105		1130
\$14,109	OUC.	9	\$247	13	\$385	13	\$390	FULL CREDIT	8.A. MIN. = 1.00	485		1131
\$14,807	OUC.	4	\$363	11	\$363	12	\$363	FULL CREDIT	8.A. MIN. = 1.00	301		1132
\$13,410	OUC.	8	\$275	10	\$305	12	\$335	FULL CREDIT	NO	403		1133
\$14,285	7 YRS	11	\$291	12	\$322	13	\$356	FULL CREDIT	8.A. MIN. = 1.00	571		1134
\$14,283	OUC.	11	\$238	11	\$395	15	\$437	FULL CREDIT	NO	1,163		1135
\$14,488	OUC.	10	\$388	13	\$388	13	\$388	FULL CREDIT	NO	664		1136
\$14,096	OUC.	10	\$257	12	\$278	14	\$377	FULL CREDIT	NO	568		1137
\$14,270	7 YRS	9	\$332	11	\$331	12	\$332	FULL CREDIT	NO	356	4	1138
\$11,730	OUC.	6	\$262	8	\$276	8	\$289	FULL CREDIT	NO	1,088	7	1139
\$14,700	OUC.	9	\$248	14	\$329	14	\$333	FULL CREDIT	8.A. MIN. = 1.00	309		1140
\$12,889	6 YRS	4	\$207	14	\$291	14	\$291	FULL CREDIT	NO	303		1141
\$14,772	DOC.	10	\$250	11	\$278	13	\$347	FULL CREDIT	8.A. MIN. = 1.00	522		1142
\$13,587	6 YRS +	6	\$313	10	\$344	13	\$385	FULL CREDIT	NO	332	6	1143

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
WASHINGTON (CONTINUED)						
1144 NORTHSORE, BOTHELL (10,167)	\$7,140	\$ 9,710	\$8,282	\$11,995	\$ 8,853	\$13,352
1145 NORTH THURSTON, LACEY (6,747)	7,100	9,940	8,520	12,425	9,230	13,135
1146 OLYMPIA (7,444)	7,000	9,800	8,400	11,900	9,100	13,300
1147 PUYALLUP (10,633)	6,640	8,234	7,835	10,823	8,764	12,749
1148 RENTON (16,173)	6,800	10,472	7,888	12,376	8,568	13,736
1149 RICHLAND (8,140)	6,850	8,390 9,140(MERIT)	7,900	12,180 12,930(MERIT)	8,575	12,855 13,605(MERIT)
1150 SEATTLE (84,669)	7,328	8,173	7,925	11,643	8,071	13,739
1151 SHORELINE, SEATTLE (17,114)	6,725	7,343	7,729	11,145	8,253	13,425
1152 SPOKANE (35,199)	6,840	8,584	7,921	10,999	8,947	13,188
1153 TACOMA (37,049)	6,980	10,470 10,819(20 YRS)	8,376	12,564 12,913(20 YRS)	9,074	13,611 13,960(20 YRS)
1154 VANCOUVER (16,369)	6,750	9,450	8,100	12,825	8,775	14,175
1155 WALLA WALLA (6,826)	6,675	9,078	7,620	11,385	8,279	12,921
1156 YAKIMA (13,227)	6,800	7,800 9,267(MERIT)	7,300	9,300 12,470(MERIT)	7,500	9,500 13,150(MERIT)
WEST VIRGINIA						
1157 BERKELEY CO., MARTINSBURG (8,217)	7,100	8,776	7,652	9,716	8,189	10,640
1158 BROOKE CO., WELLSBURG (6,288)	7,123	9,352	7,661	10,349	8,198	11,345
1159 CABELL CO., HUNTINGTON (20,942)	6,640	8,580	7,310	9,710	7,850	10,630
1160 FAYETTE CO., FAYETTEVILLE (13,100)	6,719	8,396	7,257	9,321	7,794	10,245
1161 GREENBRIER CO., LEWISBURG (8,100)	6,032	7,659	6,554	8,556	7,075	9,452
1162 HANCOCK CO., NEW CUMBERLAND (8,605)	7,532	10,546	8,086	11,323	8,641	12,277
1163 HARRISON CO., CLARKSBURG (14,918)	6,819	8,496	7,357	9,421	7,894	10,345
1164 KANAWHA CO., CHARLESTON (54,028)	7,400	9,531	7,937	10,716	8,474	11,745
1165 LOGAN CO. (13,360)	6,719	8,396	7,357	9,421	7,894	10,345
1166 MCOOWELL CO., WELCH (15,212)	6,770	8,446	7,308	9,372	7,844	10,296
1167 MARION CO., FAIRMONT (11,842)	6,719	8,396	7,257	9,321	7,794	10,245
1168 MARSHALL CO., MOUNOSVILLE (7,417)	7,469	9,828	8,217	11,121	8,894	12,185
1169 MASON CO., POINT PLEASANT (6,190)	6,819	8,496	7,407	9,471	7,944	10,395
1170 MERCER CO., PRINCETON (14,460)	6,549	8,226	7,137	9,201	7,674	10,125
1171 MONONGALIA CO., MORGANTOWN (10,619)	6,774	8,801	7,332	9,996	7,869	11,020
1172 NICHOLAS CO., SUMMERSVILLE (6,000)	6,319	7,996	6,857	8,921(MERIT)	7,394(0)	9,845
1173 OHIO CO., WHEELING (9,788)	7,369	9,666	7,907	10,681	8,444	11,695
1174 PRESTON CO., KINGWOOD (6,306)	6,399	8,076	6,987	9,051	7,524	9,975
1175 PUTNAM CO., WINFIELD (7,051)	6,719	8,646	7,257	9,691	7,794	10,735
1176 RALEIGH CO., BECKLEY (17,118)	6,719	8,396	7,257	9,321	7,794	10,245
1177 WAYNE CO. (10,670)	6,419	8,096	7,057	9,121	7,594	10,045
1178 WOOD CO., PARKERSBURG (20,021)	7,219	9,156	7,757	10,111	8,294	11,065

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SCHEDULED AMOUNT	SALARY PREPARATION LEVEL	INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$14,922	DOC.	10	\$257	11	\$338	13	\$346	FULL CREDIT	B.A. MIN. = 1.00	396	1144	
\$13,135	6 YRS	8	\$355	11	\$355	11	\$355	FULL CREDIT	B.A. MIN. = 1.00	340	1145	
\$13,900	DOC.	8	\$350	10	\$350	12	\$350	FULL CREDIT	NO	296	1146	
\$13,147	DOC.	6	\$266	9	\$332	10	\$399	FULL CREDIT	B.A. MIN. = 1.00	441	1147	
\$15,164	DOC.	11	\$334	13	\$345	15	\$345	FULL CREDIT	NO	753	1148	
\$13,530	7 YRS	7	\$220	14	\$306	14	\$306	FULL CREDIT	NO	337	3, 4	1149
\$15,014	DOC.	5	\$169	11	\$338	13	\$436	FULL CREDIT	NO	3,957	1150	
\$14,450	DOC.	6	\$103	12	\$285	13	\$398	FULL CREDIT	NO	690	3	1151
\$13,584	DOC.	6	\$291	10	\$308	12	\$353	FULL CREDIT	NO	1,669	1152	
\$14,309	DOC.	10	\$349	12	\$349	13	\$349	FULL CREDIT	NO	1,599	1153	
\$14,175	6 YRS	8	\$338	10	\$473	10	\$540	FULL CREDIT	B.A. MIN. = 1.00	712	1154	
\$13,390	DOC.	9	\$267	12	\$314	13	\$357	FULL CREDIT	NO	281	1155	
\$10,180	DOC.	5	\$200	10	\$200	10	\$200	FULL CREDIT	B.A. MIN. = 1.00	502	1156	
\$10,914	DOC.	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	349	1157	
\$11,614	DOC.	13	\$171	15	\$179	19	\$166	FULL CREDIT	NO	260	1158	
\$10,630	6 YRS	13	\$149	16	\$150	19	\$146	FULL CREDIT	NO	936	1159	
\$10,514	M.A.	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	646	1160	
\$ 9,452	6 YRS	13	\$125	16	\$125	19	\$125	STEP 7	NO	375	4	1161
\$12,277	6 YRS	16	\$188	16	\$202	19	\$191	FULL CREDIT	NO	425	1162	
\$10,614	DOC.	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	592	1163	
\$12,014	DOC.	13	\$164	16	\$174	19	\$172	FULL CREDIT	NO	2,432	1164	
\$10,345	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	592	4	1165
\$10,564	DOC.	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	669	4	1166
\$10,245	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	555	1167	
\$12,185	6 YRS	13	\$181	16	\$182	19	\$173	FULL CREDIT	B.A. MIN. = 1.00	327	4	1168
\$10,395	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	271	1169	
\$10,125	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	535	1170	
\$11,020	6 YRS	13	\$156	16	\$166	19	\$166	STEP 7	NO	460	1171	
\$ 9,845	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	256	4	1172
\$11,964	DOC.	13	\$177	16	\$173	19	\$171	FULL CREDIT	NO	476	1173	
\$10,244	DOC.	13	\$129	16	\$129	19	\$129	STEP 7	NO	270	1174	
\$11,049	DOC.	13	\$148	16	\$152	19	\$155	FULL CREDIT	NO	294	1175	
\$10,245	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	787	1176	
\$10,045	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO	535	1177	
\$11,065	6 YRS	13	\$149	16	\$147	19	\$146	FULL CREDIT	NO	796	1178	

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
WEST VIRGINIA (CONTINUED)						
1179 WYOMING CO., PINEVILLE (9,212)	\$6,849	\$ 8,526	\$7,537	\$ 9,601	\$ 8,074	\$10,525
WISCONSIN						
1180 APPLETON (14,258)	7,600	11,400	8,512	13,449	...	...
1181 EAU CLAIRE (10,815)	7,450	10,728	8,050	13,180	8,530	13,975
1182 FOND DU LAC (8,633)	7,100	10,295 10,651(25 YRS)	7,952	12,326 12,682(25 YRS)	...	...
1183 GREEN BAY (23,091)	7,500	12,000	8,100	13,500	8,550	13,950
1184 JANESVILLE (13,500)	7,350	10,190	8,265	12,525	8,965	13,580
1185 KENOSHA (22,213)	7,500	11,556	8,250	13,073	8,700	14,140
1186 MANITOWOC (7,814)	7,500	11,700	8,250	13,350	9,000	15,000
1187 MENOMONEE FALLS (8,274)	7,750	11,775	8,450	14,100	8,850	14,500
1188 MILWAUKEE (136,318)	8,300	13,210	8,654	13,857	9,008	14,506
1189 NEENAH (7,666)	7,450	11,483	8,195	13,402 13,730(15 YRS)	8,940	14,619 14,977(15 YRS)
1190 OSHKOSH (11,257)	7,500	11,400	8,625	13,450	9,562	14,910
1191 SHEBOYGAN (11,456)	7,450	11,622	8,195	12,787	8,940	13,952
1192 WAUSAU (10,089)	7,350	10,364	8,085	12,730	8,685	13,330
1193 WAUWATOSA (10,810)	7,700	12,100	8,400	14,125	9,000	15,675
1194 WEST ALLIS (14,209)	7,900	12,324 12,612(25 YRS)	8,453	13,825 14,425(25 YRS)	8,769	14,615 15,215(25 YRS)
1195 WISCONSIN RAPIDS (7,588)	7,300	10,366	8,176	12,836	...	...
WYOMING						
1196 CASPER (13,889)	6,960	10,440	7,656	11,832	8,352	13,224
1197 CHEYENNE (13,900)	6,800	9,928	7,548	11,458	8,024	12,716

SYSTEMS WITH ENROLLMENT 6,000 AND OVER

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MINIMUM TO MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10		11		12		13	14		15		16		
\$10,525	6 YRS	13	\$129	16	\$129	19	\$129	FULL CREDIT	NO			376	4	1179	
\$14,130	M. A. +	12	\$317	14	\$353	...	...	FULL CREDIT	B.A. MIN. = 1.00			614	1	1180
\$15,093	OOC.	10	\$328	14	\$366	14	\$389	FULL CREDIT	NO			464	1	1181	
\$12,986	M. A. +	9	\$355	10	\$437	...	...	FULL CREDIT	NO			399	3	1182
\$13,950	6 YRS	11	\$409	11	\$491	11	\$491	STEP 9	B.A. MIN. = 1.00			1,035	1, 5	1183	
\$13,580	6 YRS	8	\$355	12	\$355	13	\$355	STEP 9	NO			604	6	1184	
\$14,140	6 YRS	12	\$338	13	\$371	13	\$418	STEP 10	B.A. MIN. = 1.00			1,014	3	1185	
\$15,000	6 YRS	11	\$382	13	\$392	15	\$401	STEP 6	B.A. MIN. = 1.00			321	3	1186	
\$14,500	6 YRS	11	\$366	12	\$471	12	\$471	FULL CREDIT	NO			434		1187	
\$15,152	7 YRS	12	\$415	12	\$433	12	\$450	STEP 6	NO			5,140	4	1188	
\$14,985	OOC.	13	\$310	15	\$347	15	\$379	STEP 9	B.A. MIN. = 1.00			354	1	1189	
\$14,910	6 YRS	13	\$300	14	\$345	14	\$382	FULL CREDIT	B.A. MIN. = 1.00			258	1, 6	1190	
\$13,952	6 YRS	14	\$298	14	\$328	14	\$358	FULL CREDIT	B.A. MIN. = 1.00			554	1	1191	
\$13,330	6 YRS	9	\$335	12	\$387	12	\$387	FULL CREDIT	NO			494	1, 5	1192	
\$16,450	OOC.	11	\$400	13	\$440	15	\$445	STEP 5	NO			583	6	1193	
\$14,615	6 YRS	9	\$492	11	\$488	11	\$531	STEP 6	B.A. MIN. = 1.00			740	2	1194	
\$12,836	M.A.	10	\$307	13	\$358	...	...	FULL CREDIT	B.A. MIN. = 1.00			300	1	1195
\$13,224	6 YRS	10	\$348	12	\$348	14	\$348	STEP 10	B.A. MIN. = 1.00			646		1196	
\$13,396	OOC.	8	\$391	10	\$391	12	\$391	STEP 6	B.A. MIN. = 1.00			632	4	1197	

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHDOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ALABAMA						
1 MOUNTAIN BROOK (4,479)	\$6,250	\$ 8,268	\$7,208	\$ 9,234	\$ 7,508	\$ 9,534
CALIFORNIA						
2 ARCADIA (10,148)	7,400	10,696	8,027	12,484	8,848	13,761
3 BEVERLY HILLS (5,530)	8,009	13,854	9,690	15,535 16,535(16 YRS)	11,511	17,297 18,797(22 YRS)
4 COVINA-VALLEY, COVINA (16,834)	7,275	10,760 11,570(25 YRS)	8,439	13,034 13,994(25 YRS)	9,020	14,550 15,600(25 YRS)
5 CUPERTINO (ELEM.) (23,185)	7,240	8,420	8,140 9,410(3)	13,500	8,140 10,760(4)	15,270
6 DOWNEY (18,114)	7,253	10,475 11,375(28 YRS)	8,100	12,247 13,147(28 YRS)	8,996	14,012 14,912(28 YRS)
7 EAST WHITTIER (ELEM.) (10,826)	7,140	9,790	8,040	12,390 13,640(25 YRS)	8,360	14,510 15,760(25 YRS)
8 HILLSBOROUGH (ELEM.) (1,341)	7,500	10,500	8,850	13,350	8,850 11,350(4)	15,350 16,350(MERIT)
9 LA CANADA (4,864)	7,560	10,670	8,660	13,300	9,400	14,960
10 LAFAYETTE (ELEM.) (3,966)	6,666	8,746	7,534 8,370(2)	12,248	7,534 10,186(4)	14,054
11 LOS ALTOS (ELEM.) (5,251)	7,471	9,805	8,604	12,808	8,604 10,473(3)	14,675
12 MANHATTAN BEACH (ELEM.) (4,777)	7,437	9,323 10,266(19 YRS)	9,009	13,502 14,728(19 YRS)	10,056	15,817 17,389(19 YRS)
13 MENLO PARK (ELEM.) (1,785)	7,472	9,117	10,087	14,020	10,087 12,858(4)	15,589
14 MILL VALLEY (ELEM.) (3,464)	7,155	9,837	8,496	13,191	8,496 12,744(6)	14,979
15 MOUNTAIN VIEW-LOS ALTOS(H.S.) (5,232)	7,390	8,640	8,915	14,535	9,795	16,565
16 ORINDA (ELEM.) (3,190)	6,800	8,575	7,795 9,335(3)	13,005	7,795 11,080(5)	14,685
17 PALO ALTO (14,658)	7,715	11,125	8,945	13,550 14,420(15 YRS)	9,880	15,600 16,470(15 YRS)
18 PALO VERDE, BLYTHE (4,051)	6,700	8,520	7,850	10,710	...	...
19 PIEDMONT (2,603)	7,200	10,175	8,050	11,875	8,050 10,600(4)	14,425 15,625(25 YRS)
20 SAN CARLOS (ELEM.) (3,173)	7,721	11,771	9,071	14,921	9,071 10,871(3)	15,821
21 SAN MARINO (3,538)	7,375	10,705 12,045(29 YRS)	8,285	12,510 14,070(29 YRS)	9,310	14,610 16,435(29 YRS)
22 SAN MATEO (H.S.) (11,936)	7,975	10,135	9,590	14,450	10,670	16,610
23 SOUTH PASADENA (3,916)	7,561	10,466 10,766(25 YRS)	8,377	13,098 13,398(25 YRS)	9,452	14,469 14,769(25 YRS)
24 WALNUT CREEK (ELEM.) (3,978)	7,729	10,813 11,313(16 YRS)	8,927	12,893 13,393(16 YRS)	9,927	14,772 15,272(16 YRS)
25 WEST COVINA (13,487)	7,235	9,063	7,808	13,199	8,645	14,470
CONNECTICUT						
26 GREENWICH (11,038)	8,350	13,350	9,350	15,850 16,250(20 YRS)	10,350 12,550(6)	17,350 17,750(21 YRS)
27 WEST HARTFORD (13,170)	8,300	12,200	8,950	15,350	9,575	16,625
28 WETHERSFIELD (6,046)	7,350	10,900	7,850	12,950	8,400	13,950
ILLINOIS						
29 DEERFIELD (ELEM.) (2,352)	7,400	10,500	8,100	13,600	8,300 12,500(9)	16,075
30 DOWNERS GROVE (ELEM.) (6,272)	7,920	10,771 11,563(MERIT)	8,554	15,048 15,840(MERIT)	9,266	16,315 17,107(MERIT)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10		11		12		13		14		15		16	
\$ 9,534	6 YRS	11	\$183	11	\$184	11	\$184	FULL CREDIT		NO		210		3	1
\$15,605	OOC.	10	\$330	12	\$371	12	\$409	STEP 7		NO		410		3	2
\$18,178	6 YRS +	9	\$649	9	\$649	9	\$643	STEP 6		NO		359			3
\$15,200	OOC.	9	\$387	10	\$460	11	\$503	STEP 6		NO		624		3	4
\$15,270	6 YRS	6	\$197	9	\$596	10	\$713	STEP 6		NO		888		3	5
\$14,643	6 YRS +	9	\$358	11	\$377	12	\$418	STEP 5		NO		718		4	6
\$15,010	OOC.	8	\$331	11	\$395	14	\$439	STEP 6		NO		369			7
\$15,850	6 YRS +	6	\$500	9	\$500	11	\$591	STEP 7		NO		74			8
\$16,100	6 YRS +	9	\$346	14	\$331	14	\$397	STEP 6		8.A. MIN. = 1.00		208			9
\$14,054	6 YRS	5	\$417	10	\$471	12	\$543	STEP 5		NO		171		3	10
\$15,143	6 YRS +	5	\$467	9	\$467	11	\$552	FULL CREDIT		NO		200			11
\$15,817	6 YRS	6	\$314	11	\$408	11	\$524	FULL CREDIT		NO		195			12
\$16,481	OOC.	4	\$411	9	\$437	9	\$611	FULL CREDIT		8.A. MIN. = 1.00		101			13
\$14,979	6 YRS	10	\$268	10	\$470	10	\$648	STEP 6		NO		142		3	14
\$17,460	OOC.	4	\$312	9	\$624	11	\$615	FULL CREDIT		NO		279			15
\$14,685	6 YRS	6	\$296	12	\$434	12	\$574	FULL CREDIT		NO		139		3	16
\$17,040	OOC.	8	\$426	9	\$512	10	\$572	FULL CREDIT		M.A. MIN. = 1.00		729			17
\$12,750	OOC.	7	\$260	11	\$260	...	...	STEP 6		NO		141		4	18
\$14,425	6 YRS	12	\$248	12	\$319	12	\$531	FULL CREDIT		NO		112			19
\$15,821	6 YRS	8	\$506	12	\$488	12	\$563	FULL CREDIT		NO		151			20
\$15,490	6 YRS +	10	\$333	11	\$384	12	\$442	STEP 6		NO		155		7	21
\$17,150	6 YRS +	4	\$540	9	\$540	11	\$540	FULL CREDIT		NO		596			22
\$15,183	6 YRS +	9	\$323	13	\$363	13	\$386	STEP 6		NO		180		2, 4	23
\$15,273	6 YRS +	7	\$441	9	\$441	11	\$441	STEP 6		NO		173			24
\$14,470	6 YRS	5	\$366	11	\$490	11	\$530	FULL CREDIT		NO		502			25
\$18,100	OOC.	10	\$500	13	\$500	14	\$500	FULL CREDIT		NO		535			26
\$17,775	OOC.	10	\$390	14	\$457	15	\$470	FULL CREDIT		NO		718			27
\$13,950	6 YRS	13	\$273	13	\$392	13	\$427	FULL CREDIT		NO		327		3	28
\$16,075	6 YRS	12	\$258	18	\$306	20	\$388	STEP 8		NO		144		21	29
\$16,315	6 YRS	14	\$204	21	\$309	23	\$306	STEP 11		NO		278		5, 7	30

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT		BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
1		MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
ILLINOIS (CONTINUED)							
31	OWNERS GROVE (H.S.) (4,730)	\$8,200	\$11,152 11,972(MERIT)	\$9,430	\$15,580 16,400(MERIT)	\$10,086	\$16,892 17,712(MERIT)
32	GLENBARO, GLEN ELLYN (H.S.) (7,020)	8,475	11,949 12,967(29 YRS)	9,322	16,441 17,713(29 YRS)	9,322 10,763(3)	17,034 17,882(29 YRS)
33	GLENBROOK DIST., GLENVIEW (HS) (4,316)	8,500	10,900	9,620	18,030	10,420	18,830
34	GLENCOE (ELEM.) (1,936)	7,750	12,500 13,550(MERIT)	8,250	13,000 15,000(MERIT)	8,700	13,450 15,450(MERIT)
35	HIGHLAND PARK DIST. 107 (ELEM.) (1,353)	7,900	15,721	8,690	16,511	9,480	18,249
36	HIGHLAND PARK DIST. 108 (ELEM.) (3,349)	7,865	12,269	8,258	14,550	8,651	15,730
37	HIGHLAND PARK-DEERFIELD, HIGHLAND PARK (H.S.) (5,113)	8,500	11,355	9,200	16,900	9,900	18,440
38	HINSDALE (ELEM.) (3,459)	8,100	12,692	9,315	18,286	9,315	19,288
39	HINSDALE TWP. (H.S.) (3,990)	8,500	12,920	9,775	18,615	9,775 11,390(3)	19,635
40	HOMEWOOD-FLOSSMOOR (H.S.) (3,603)	8,375	11,450	9,325	15,225	10,125	17,050
41	MAINE TWP. PARK RIDGE (H.S.) (11,300)	8,000	11,995	8,650	15,400	9,350	16,600
42	MURTON GROVE DIST. #67 (ELEM.) (1,352)	7,900	11,613	9,085	15,247 15,958(27 YRS)	9,875	16,037 16,748(27 YRS)
43	MORTON GROVE DIST. 70 (ELEM.) (1,468)	8,000	10,600	8,700	13,200	...	...
44	NILES TWP., SKOKIE (H.S.) (7,963)	8,360	10,904	9,300	16,126	10,032	16,857
45	NORTHBROOK DIST. 28 (ELEM.) (3,002)	7,650	11,250	8,300	14,150	...	...
46	OAK PARK-RIVER FOREST (H.S.) (4,269)	8,500	11,800	9,200	16,800	9,700	18,800
47	PARK RIDGE (ELEM.) (6,578)	7,600	12,160	8,588	13,452	9,728	14,592
48	RICH TWP. PARK FOREST (H.S.) (4,026)	8,450	11,325	9,150	15,225	9,550	16,375
49	RIVERSIDE (ELEM.) (1,527)	8,000	10,880	8,720	14,000	9,280	15,040
50	RIVERSIDE-BROOKFIELD (H.S.) (1,970)	8,300	10,900	9,000	15,400	9,700	16,100
51	SKOKIE DIST. 69 (ELEM.) (2,238)	7,630	10,519 10,569(15 YRS)	8,393	14,824 14,874(15 YRS)	...	...
52	WILMETTE (ELEM.) (5,108)	7,600	12,827 16,360(36 YRS)	8,360	14,460 17,631(36 YRS)	9,196	15,296 18,467(36 YRS)
53	WINNETKA (ELEM) (2,375)	7,900	12,050	8,600	15,450	...	...
INDIANA							
54	MUNSTER (4,297)	7,500	11,200	8,045	13,295 14,175(25 YRS)	8,045 9,790(6)	14,175 14,745(25 YRS)
MASSACHUSETTS							
55	BELMONT (4,895)	7,525	12,470 13,470(MERIT)	8,070	13,895 14,895(MERIT)	8,540	14,575 15,575(MERIT)
56	NEEDHAM (7,572)	7,500	12,350 13,850(MERIT)	8,100	13,175 14,825(MERIT)	8,700	13,975 15,625(MERIT)
57	WELLESLEY (6,140)	7,700	12,450	8,250	13,725	8,550	14,785
58	WINCHESTER (5,500)	7,800	11,934	8,350	13,945	8,750	15,225
MICHIGAN							
59	DEARBORN (20,884)	8,250	13,375	9,000	15,200	9,450	15,650

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL	INCREMENTS-BACHELOR'S NO. AVE.	MINIMUM TO MASTER'S NO. AVE.	MAXIMUM SIX YEARS NO. AVE.	MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10	11	12	13	14	15	16
\$17,794 7 YRS	14 \$211	21 \$293	23 \$296	STEP 11	NO	265	7	31
\$17,373 6 YRS +	11 \$316	14 \$509	14 \$551	STEP 10	B.A. MIN. = 1.00	385		32
\$19,230 6 YRS +	6 \$400	19 \$443	19 \$443	STEP 7	NO	274	4	33
\$13,450 6 YRS	14 \$339	14 \$339	14 \$339	FULL CREDIT	NO	119	4, 6	34
\$18,644 DOC.	17 \$460	17 \$460	19 \$462	STEP 12	B.A. MIN. = 1.00	71		35
\$15,730 6 YRS	13 \$339	15 \$419	15 \$472	STEP 11	B.A. MIN. = 1.00	207		36
\$19,595 OUC.	6 \$476	12 \$642	12 \$712	FULL CREDIT	NO	269	6	37
\$19,288 6 YRS	11 \$417	34 \$264	34 \$293	STEP 7	NO	204		38
\$19,635 6 YRS	11 \$402	34 \$260	34 \$290	STEP 11	NO	243		39
\$19,060 OUC.	9 \$342	14 \$421	16 \$433	FULL CREDIT	NO	170		40
\$17,800 OUC.	15 \$266	15 \$450	17 \$426	STEP 10	NO	726	3, 6	41
\$16,037 6 YRS	12 \$309	16 \$385	16 \$385	STEP 6	B.A. MIN. = 1.00	62		42
\$13,200 M.A.	11 \$236	15 \$300	... ..	FULL CREDIT	NO	74	6,15	43
\$19,263 OUC.	7 \$363	15 \$455	17 \$401	FULL CREDIT	NO	525		44
\$14,150 M.A.	13 \$277	17 \$344	... ..	STEP 10	NO	174		45
\$19,400 OUC.	9 \$367	16 \$475	19 \$479	STEP 9	NO	246		46
\$16,112 7 YRS	17 \$268	17 \$286	17 \$286	STEP 12	B.A. MIN. = 1.00	304		47
\$17,525 OUC.	9 \$319	15 \$405	15 \$455	STEP 9	NO	187		48
\$15,040 6 YRS	10 \$288	17 \$311	18 \$320	FULL CREDIT	B.A. MIN. = 1.00	84		49
\$16,450 6 YRS +	8 \$325	16 \$400	16 \$400	FULL CREDIT	NO	98		50
\$15,805 M. A. +	10 \$289	17 \$378	... ..	STEP 5	NO	121	3, 4, 6	51
\$16,132 7 YRS	13 \$402	15 \$407	15 \$407	FULL CREDIT	NO	243		52
\$17,950 OUC.	12 \$346	16 \$428	... ..	STEP 8	NO	155		53
\$14,175 6 YRS	14 \$264	17 \$309	17 \$360	STEP 9	NO	176	1	54
\$15,375 OUC.	13 \$380	14 \$416	14 \$431	FULL CREDIT	NO	210		55
\$14,575 OUC.	11 \$441	11 \$461	11 \$480	STEP 11	NO	475	8	56
\$14,785 6 YRS	11 \$432	11 \$498	11 \$567	STEP 10	NO	343	8	57
\$15,225 6 YRS	11 \$376	13 \$430	14 \$463	FULL CREDIT	B.A. MIN. = 1.00	250	4	58
\$16,700 OUC.	9 \$569	10 \$620	10 \$620	STEP 5	NO	1,159	3	59

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	MINIMUM AND MAXIMUM SALARIES					
	BACHELOR'S DEGREE (OR 4 YEARS)		MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
MICHIGAN (CONTINUED)						
60 GROSSE POINTE (13,287)	\$8,700	\$14,320 15,016(23 YRS)	\$0,000	\$16,330 17,026(23 YRS)	\$10,627	\$16,957 17,653(23 YRS)
61 LIVONIA (38,237)	8,240	13,678	9,064	15,656	9,364	15,956
62 OAK PARK (5,524)	8,700	13,900 14,900(19 YRS)	9,400	15,900 16,900(19 YRS)	9,850	16,350 17,350(19 YRS)
63 SOUTHFIELD (16,257)	8,464	13,648	8,993	16,300	9,522	16,822
MINNESOTA						
64 GOLOEN VALLEY (1,650)	7,650	11,963 12,463(20 YRS)	8,762	15,883 16,383(20 YRS)	9,376	17,112 17,612(20 YRS)
65 MINNETONKA, EXCELSIOR (8,058)	7,700	10,390	8,780	15,860	9,605	16,760
66 ROSEVILLE (13,008)	7,675	10,438	8,903	15,811	9,364	16,271
MISSOURI						
67 CLAYTON (2,392)	7,200	12,168	8,280	14,256	8,856	15,840
68 KIRKWOOD (9,277)	6,800	10,675	7,820	13,532	8,364	14,076
69 UNIVERSITY CITY (7,585)	7,150	12,870	7,865	14,157	8,223	14,801
70 WEBSTER GROVES (8,057)	7,100	10,675	7,700	13,100	8,400	14,200
NEW JERSEY						
71 CHATHAM (1,992)	8,300	12,500	9,000	14,900	9,700	16,300
72 CHERRY HILL (17,600)	7,700	13,175	8,400	13,900	9,100	14,600
73 CRANFORD (6,459)	8,050	13,400 13,700(20 YRS)	8,750	14,900 15,200(20 YRS)	9,250	15,925 16,225(20 YRS)
74 CRESSKILL (1,958)	8,500	13,200 13,700(35 YRS)	9,500	15,600 16,300(35 YRS)	9,500	16,000 16,700(35 YRS)
75 EMERSON (1,910)	8,100	13,610 13,910(20 YRS)	8,695	14,810 15,110(20 YRS)	9,435	16,250 16,550(20 YRS)
76 FAIR LAWN (7,397)	8,300	14,600	9,200	15,500	10,300	16,600
77 GLEN RIDGE (2,182)	8,400	13,000	9,200	14,800	9,800	16,200
78 GLEN ROCK (3,042)	8,250	13,515	9,045	15,415	9,910	16,960
79 HADDONFIELD (2,763)	7,500	12,300 12,600(27 YRS)	8,150	12,950 13,250(27 YRS)	8,550	13,350 13,650(27 YRS)
80 HILLSDALE (ELEM.) (1,686)	8,200	13,320	9,200	14,750	10,200	16,220
81 LEONIA (1,697)	8,200	13,700	9,100	14,850	10,000	16,000
82 LIVINGSTON (8,223)	8,230	13,100	9,430	14,825	10,230	16,100
83 MAOISUN TWP., MATAWAN (12,641)	8,100	13,060	8,900	14,185	9,400	15,080
84 MAYWOOD (ELEM.) (1,261)	8,200	13,940	9,430	15,170	10,660	16,400
85 MERCHANTVILLE (1,166)	7,350	12,342 12,642(18 YRS)	7,950	13,673 13,973(18 YRS)	8,350	14,399 14,699(18 YRS)
86 MILLBURN (4,384)	8,400	13,900	9,200	15,300	10,000	16,950
87 MONTCLAIR (7,724)	8,400	12,400	9,100	15,300	10,000	16,750
88 MOUNTAIN LAKES (1,830)	8,350	12,800	9,050	14,800	9,700	16,250
89 MOUNTAINSIDE (ELEM.) (1,250)	8,000	13,900 14,200(20 YRS)	9,000	14,900 15,200(20 YRS)	10,000	15,900 16,200(20 YRS)
90 NEW PROVIDENCE (3,840)	8,050	12,920	9,325	14,765	10,225	16,015
91 PALISADES PARK (1,824)	8,300	13,200 13,700(40 YRS)	9,100	14,300 14,800(40 YRS)	10,000	15,300 15,800(40 YRS)
92 PARAMUS (7,160)	8,300	13,938	8,947	15,786	9,594	17,099
93 RAMSEY (3,404)	8,200	13,050	9,000	14,850	9,800	17,000
94 RIOGEWOOD (7,443)	8,250	13,740	8,990	15,380	9,820	16,930
95 RIVER EDGE (ELEM.) (1,095)	8,300	13,500	9,300	15,000	10,300	16,000

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE		SCHEOULE DERIVED AS INOEX TO BASE OF REFERENCE		NUMBER OF TEACHERS		FOOTNOTES	
8	9	10		11		12		13		14		15		16	
\$17,897	DOC.	10	\$562	10	\$633	10	\$633	FULL CREDIT	NO			592	6		60
\$16,556	DOC.	9	\$604	11	\$599	11	\$599	STEP 8	B.A. MIN. = 1.00			1,734	5, 8		61
\$16,800	DOC.	10	\$520	10	\$650	10	\$650	FULL CREDIT	NO			345			62
\$16,822	6 YRS	9	\$576	11	\$664	11	\$664	STEP 5	NO			801			63
\$17,112	6 YRS	10	\$431	11	\$647	11	\$703	FULL CREDIT	NO			80	4		64
\$18,560	DOC.	7	\$384	11	\$644	11	\$650	FULL CREDIT	NO			373			65
\$17,039	DOC.	6	\$461	12	\$576	12	\$576	FULL CREDIT	NO			617			66
\$17,420	DOC.	11	\$452	13	\$460	15	\$466	FULL CREDIT	B.A. MIN. = 1.00			177			67
\$14,960	DOC.	10	\$387	12	\$476	12	\$476	FULL CREDIT	B.A. MIN. = 1.00			471			68
\$15,373	7 YRS	13	\$440	13	\$484	13	\$506	FULL CREDIT	NO			411	7,17		69
\$15,200	DOC.	10	\$358	13	\$415	13	\$446	STEP 8	NO			426			70
\$16,900	DOC.	13	\$323	15	\$393	15	\$440	FULL CREDIT	NO			125			71
\$15,100	DOC.	13	\$421	13	\$423	13	\$423	STEP 7	NO			927	4		72
\$16,725	DOC.	15	\$357	16	\$384	17	\$393	FULL CREDIT	NO			349	4		73
\$17,200	DOC.	14	\$336	14	\$436	14	\$464	STEP 13	NO			79	6		74
\$16,250	6 YRS	13	\$424	13	\$470	...	...	FULL CREDIT	NO			108			75
\$16,600	6 YRS	14	\$450	14	\$450	14	\$450	FULL CREDIT	NO			407	5		76
\$16,200	6 YRS	12	\$383	14	\$400	15	\$427	FULL CREDIT	NO			124			77
\$16,960	6 YRS	13	\$405	14	\$455	15	\$470	FULL CREDIT	NO			188			78
\$13,600	DOC.	13	\$369	13	\$369	13	\$369	STEP 13	NO			160			79
\$16,220	6 YRS	13	\$394	13	\$427	13	\$463	FULL CREDIT	NO			85			80
\$16,000	6 YRS	14	\$393	14	\$411	14	\$429	FULL CREDIT	NO			97	7		81
\$16,900	DOC.	13	\$375	14	\$385	15	\$391	STEP 11	NO			450			82
\$15,580	DOC.	13	\$382	13	\$406	14	\$406	STEP 9	NO			671			83
\$16,400	6 YRS	14	\$410	14	\$410	14	\$410	FULL CREDIT	B.A. MIN. = 1.00			78			84
\$14,399	6 YRS	14	\$357	16	\$358	16	\$378	FULL CREDIT	NO			59			85
\$16,950	6 YRS	14	\$393	15	\$407	17	\$409	STEP 9	NO			267	6		86
\$17,250	DOC.	13	\$308	16	\$388	17	\$397	FULL CREDIT	NO			401			87
\$18,550	DOC.	13	\$342	15	\$383	16	\$409	FULL CREDIT	NO			119			88
\$15,900	6 YRS	16	\$369	16	\$369	16	\$369	STEP 15	NO			75			89
\$16,790	DOC.	15	\$325	15	\$363	15	\$386	STEP 6	NO			206			90
\$15,300	6 YRS	13	\$377	13	\$400	13	\$408	FULL CREDIT	NO			70	4		91
\$17,980	DOC.	11	\$513	11	\$622	11	\$682	STEP 9	NO			402			92
\$17,775	6 YRS +	13	\$373	14	\$418	15	\$480	FULL CREDIT	NO			210			93
\$18,280	DOC.	13	\$422	14	\$456	14	\$508	FULL CREDIT	B.A. MIN. = 1.00			430			94
\$16,000	6 YRS	13	\$400	14	\$407	14	\$407	STEP 6	NO			59			95

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS) MINIMUM 2 MAXIMUM 3		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS) MINIMUM 4 MAXIMUM 5		SIX YEARS (M.A. PLUS 30) MINIMUM 6 MAXIMUM 7	
NEW JERSEY (CONTINUED)						
96 RUTHERFORD (3,127)	\$8,200	\$13,530 13,830(20 YRS)	\$9,220	\$14,960 15,260(20 YRS)	\$10,040	\$16,190 16,490(20 YRS)
97 SCOTCH PLAINS-FANWOOD, SCOTCH PLAINS (7,949)	8,100	11,300 11,850(20 YRS)	9,000	16,000 16,650(20 YRS)	10,000	17,800 18,500(20 YRS)
98 SOUTH GRANGE-MAPLEWOOD, SOUTH URANGE (7,988)	8,800	13,900	9,800	15,300	10,800	16,600
99 SPRINGFIELD (ELEM.) (1,818)	8,200	14,600	9,000	15,900	9,600	16,500
100 SUMMIT (4,980)	8,300	13,200 15,300(MERIT)	9,100	14,000 16,100(MERIT)	9,600	14,500 16,600(MERIT)
101 TEANECK (8,334)	8,300	12,775	8,950	15,499	9,600	17,286
102 TENAFLY (3,345)	8,802	13,793	9,869	16,094	10,935	17,884
103 VERUNA (2,912)	8,250	13,500	9,200	14,950	9,950	16,300
104 WESTFIELD (8,818)	8,100	13,700 14,200(20 YRS)	8,900	14,900 15,400(20 YRS)	9,700	16,100 16,600(20 YRS)
105 WEST URANGE (8,341)	8,200	12,700	9,100	14,950	9,800	16,225
106 WYCKUFF (ELEM.) (2,878)	8,100	14,300 14,800(20 YRS)	9,100	15,300 15,800(20 YRS)	10,100	16,300 16,800(20 YRS)
NEW YORK						
107 AMITYVILLE (4,551)	8,565	13,065	9,990	16,740	10,940	17,690
108 ARDSLEY (2,637)	8,400	13,650	9,850	16,450	10,600	17,650
109 HALDWIN (8,990)	8,398	12,543 13,575(25 YRS)	9,567	16,051 17,189(25 YRS)	10,364	16,849 17,986(25 YRS)
110 BRIARCLIFF MANOR (1,330)	8,500	14,025 14,535(18 YRS)	9,435	16,915 17,481(18 YRS)	10,285	17,765 18,382(18 YRS)
111 BRONXVILLE (1,355)	8,937	14,580 17,915(39 YRS)	10,422	17,604 20,426(39 YRS)	11,286	18,468 21,290(39 YRS)
112 BYRAM HILLS, ARMUNK (2,294)	8,153	12,048	10,116	15,136	10,116 - 12,092(4)	17,182
113 COPIAGUE (6,298)	7,300	11,715 12,215(20 YRS)	8,375	13,915 14,415(20 YRS)	9,000	14,525 15,025(20 YRS)
114 DIST. 4, EAST PATCHOGUE (4,295)	8,000	13,200	9,200	15,020	10,000	16,360
115 ELWOOD (4,505)	8,560	12,855	10,255	16,205	11,390	17,335
116 FAYETTEVILLE-MANLIUS, MANLIUS (5,495)	7,000	10,600	7,700	13,300	8,300	13,900
117 FLORAL PARK (ELEM.) (1,869)	8,600	14,200 15,200(24 YRS)	10,600	16,700 17,700(24 YRS)	11,200	17,800 18,800(24 YRS)
118 HARRISON (3,662)	8,000	12,400	9,480	15,320	10,560	16,400
119 HASTINGS-ON-HUDSON (2,016)	8,415	12,454	9,425	16,493	10,435	17,503
120 HUNTINGTON (8,466)	8,000	11,275 14,600(19 YRS)	9,200	15,725 16,800(19 YRS)	10,100	16,625 17,700(19 YRS)
121 IRVINGTON (1,844)	8,050	12,100	9,050	15,350	10,000	16,650
122 JERICHO (3,885)	9,000	13,100	10,085	16,556	10,954	17,947
123 LAWRENCE SCHOOLS, CEDARHURST (8,029)	8,800	14,350 15,350(25 YRS)	10,340	17,390 18,325(25 YRS)	10,990	18,205 19,105(25 YRS)
124 MAMARONECK (6,365)	8,700	13,375	10,320	17,180	11,270	18,665
125 MIDDLE COUNTRY, DIST. 11, CENTEREACH (14,106)	8,000	13,600 14,700(30 YRS)	9,000	15,300 16,400(30 YRS)	9,720	16,524 17,624(30 YRS)
126 MINEOLA (4,718)	7,850	13,000 13,580(25 YRS)	9,275	15,500 16,080(25 YRS)	9,800	16,025 16,605(25 YRS)
127 OCEANSIDE (10,394)	8,600	14,650 15,650(25 YRS)	9,900	16,550 17,350(25 YRS)	10,740	17,390 18,190(25 YRS)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS--MINIMUM TO MAXIMUM BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE 8.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$16,190	6 YRS	13 \$410	14 \$410	15 \$410	FULL CREDIT	8.A. MIN. = 1.00	163	96			
\$19,600	DOC.	10 \$320	16 \$438	16 \$488	FULL CREDIT	NO	426	97			
\$16,600	6 YRS	14 \$364	16 \$344	17 \$341	STEP 14	NO	395	98			
\$16,500	6 YRS	16 \$400	17 \$406	17 \$406	STEP 14	NO	110	99			
\$15,000	DOC.	15 \$327	15 \$327	15 \$327	FULL CREDIT	NO	279	100			
\$18,460	DOC.	11 \$407	14 \$468	15 \$512	FULL CREDIT	NO	417	4	101		
\$19,702	DOC.	11 \$454	13 \$479	14 \$496	STEP 11	NO	194		102		
\$16,950	DOC.	14 \$375	15 \$383	16 \$397	STEP 11	NO	146	6	103		
\$17,300	DOC.	14 \$400	14 \$429	14 \$457	STEP 11	NO	458		104		
\$16,925	DOC.	12 \$375	14 \$418	15 \$428	FULL CREDIT	NO	488		105		
\$16,300	6 YRS	13 \$477	13 \$477	13 \$477	FULL CREDIT	NO	145		106		
\$19,115	DOC.	12 \$375	15 \$450	15 \$450	STEP 11	NO	267		107		
\$19,425	DOC.	15 \$350	15 \$440	15 \$470	STEP 13	NO	168		108		
\$18,177	DOC.	13 \$319	13 \$499	13 \$499	STEP 9	NO	491		109		
\$19,465	DOC.	14 \$395	14 \$534	14 \$534	FULL CREDIT	NO	86	6	110		
\$19,764	DOC.	11 \$513	14 \$513	14 \$513	STEP 11	NO	91		111		
\$19,292	7 YRS	12 \$325	12 \$418	14 \$505	FULL CREDIT	NO	154		112		
\$15,575	DOC.	14 \$315	15 \$369	15 \$368	FULL CREDIT	NO	330	3	113		
\$17,700	7 YRS	13 \$400	14 \$416	15 \$424	STEP 9	NO	260		114		
\$19,995	DOC.	13 \$330	13 \$458	13 \$457	FULL CREDIT	NO	227		115		
\$14,500	6 YRS	11 \$327	13 \$431	13 \$431	FULL CREDIT	NO	313	6	116		
\$18,700	DOC.	14 \$400	15 \$407	16 \$413	STEP 10	NO	91		117		
\$17,840	DOC.	11 \$400	14 \$417	14 \$417	FULL CREDIT	NO	253	3, 4	118		
\$18,765	DOC.	11 \$367	14 \$505	14 \$505	FULL CREDIT	NO	139	6	119		
\$18,425	DOC.	9 \$364	15 \$435	15 \$435	STEP 11	NO	512	3	120		
\$17,625	7 YRS	14 \$289	14 \$450	14 \$475	STEP 11	NO	102	3, 6	121		
\$19,046	DOC.	10 \$410	13 \$498	14 \$500	FULL CREDIT	NO	260		122		
\$19,190	DOC.	12 \$462	14 \$504	14 \$515	FULL CREDIT	NO	442		123		
\$20,700	DOC.	11 \$425	14 \$490	15 \$493	FULL CREDIT	NO	391	29	124		
\$18,360	DOC.	14 \$400	14 \$450	14 \$486	STEP 11	8.A. MIN. = 1.00	665	3	125		
\$17,050	DOC.	14 \$368	14 \$445	14 \$445	STEP 12	NO	287	3, 4	126		
\$17,760	DOC.	14 \$432	14 \$475	14 \$475	FULL CREDIT	NO	469		127		

SALARY SCHEDULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT 1	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM 2	MAXIMUM 3	MINIMUM 4	MAXIMUM 5	MINIMUM 6	MAXIMUM 7
NEW YORK (CONTINUED)						
128 ORCHARD PARK (5,268)	\$7,770	\$13,054 13,304(30 YRS)	\$8,372	\$13,656 13,906(30 YRS)	\$ 9,042	\$15,648 15,898(30 YRS)
129 OYSTER BAY (2,551)	8,103	12,876 13,710(30 YRS)	9,269	15,041 16,040(30 YRS)	10,046	16,107 17,106(30 YRS)
130 PELHAM (3,090)	8,000	12,100 12,600(15 YRS)	9,000	15,000 15,500(15 YRS)	9,700	15,950 16,450(15 YRS)
131 PLEASANTVILLE (1,795)	8,475	14,525	9,475	16,825	10,500	17,850
132 PORT JEFFERSON (2,920)	8,550	14,575	9,791	16,961	10,647	17,818
133 PORT WASHINGTON (6,939)	8,750	12,350 12,550(24 YRS)	9,800	16,538 17,413(24 YRS)	10,675	17,675 18,550(24 YRS)
134 ROSLYN (4,226)	8,665	13,985	10,015	17,250 18,750(30 YRS)	10,880	18,030 19,530(30 YRS)
135 SCARSDALE (5,074)	8,300	14,823	9,153	17,253	10,206	18,306
136 SEAFORD (4,807)	8,580	14,121	9,825	16,011	10,310	16,860
137 THREE VILLAGE DIST. 1, SETAUKET (9,400)	8,650	15,938	9,688	17,754	10,380	18,965
138 WESTBURY (4,412)	8,550	13,355 15,605(44 YRS)	9,807	16,228 18,478(44 YRS)	10,627	17,553 19,803(44 YRS)
139 WHITE PLAINS (8,453)	8,600	13,350 13,700(19 YRS)	9,900	17,500 18,100(19 YRS)	10,800	18,400 19,000(19 YRS)
140 WILLIAMSVILLE (11,177)	7,700	11,704	8,855	15,092 16,016(20 YRS)	9,394	15,631 17,017(20 YRS)
OHIO						
141 BAY VILLAGE (3,384)	6,600	11,128 11,828(30 YRS)	7,260	12,878 13,578(30 YRS)	7,655	13,564 14,264(30 YRS)
142 BEACHWOOD (2,284)	6,950	11,120	7,850	13,345	8,450	13,945
143 BEXLEY (2,643)	6,750	11,340 11,678(17 YRS)	7,425	12,420 13,163(20 YRS)	7,763	12,825 13,500(20 YRS)
144 BRECKSVILLE (4,583)	6,750	11,546	7,560	12,934	8,235	14,086
145 CLEVELAND HEIGHTS- UNIVERSITY HEIGHTS (12,577)	7,100	11,600	7,800	14,200	8,700	15,100
146 FAIRVIEW PARK (3,583)	6,800	11,390	7,380	12,950	7,890	13,845
147 INDEPENDENCE (1,256)	7,300	11,680	8,176	13,870	8,906	14,600
148 INDIAN HILL, CINCINNATI (3,313)	7,200	11,000 11,374(18 YRS)	7,848	13,032 13,392(18 YRS)	8,348	13,532 13,892(18 YRS)
149 MARIEMONT, CINCINNATI (2,260)	6,800	8,976	7,344	12,240 12,648(18 YRS)	8,160	13,056 13,464(18 YRS)
150 OAKWOOD (1,951)	7,050	10,575	8,178	13,466	8,742	14,030
151 OTTAWA (1,076)	7,349	12,199	8,084	13,375	8,672	13,963
152 ROCKY RIVER (3,917)	6,950	12,447	7,645	13,900	8,245	14,500
153 SHAKER HEIGHTS (7,480)	7,200	12,600	7,704	14,400	8,055	14,751
154 SOUTH EUCLID-LYNDBURST, CLEVELAND (8,994)	7,325	12,013	8,058	14,064	8,644	14,650
155 UPPER ARLINGTON (9,010)	6,838	11,297	7,518	13,757	7,818	14,431
156 WESTLAKE (3,517)	6,800	11,900 12,240(MERIT)	8,160	13,260 13,600(MERIT)	9,180	14,280 14,620(MERIT)
157 WORTHINGTON (6,460)	6,775	9,944	7,385	13,466	7,791	14,553
158 WYOMING (2,422)	7,000	12,138	7,499	13,458	...	...
PENNSYLVANIA						
159 CHELTENHAM TWP., ELKINS PARK (6,878)	7,400	11,800	7,900	14,150	8,500	15,900
160 FOX CHAPEL, PITTSBURGH (6,399)	7,500	12,100 13,100(35 YRS)	8,100	12,800 13,800(35 YRS)	8,400	13,100 14,100(35 YRS)

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES
8	9	10	11	12	13	14	15	16			
\$16,653	7 YRS	12	\$440	12	\$440	14	\$472	STEP 10	B.A. MIN. = 1.00	298	128
\$17,095	DOC.	14	\$341	14	\$412	14	\$433	FULL CREDIT	NO	183	3 129
\$17,700	DOC.	10	\$410	14	\$429	14	\$446	STEP 10	NO	187	3 130
\$19,400	DOC.	11	\$550	14	\$525	14	\$525	FULL CREDIT	NO	72	4 131
\$19,101	DOC.	16	\$377	18	\$398	18	\$398	STEP 9	NO	181	132
\$19,600	DOC.	14	\$257	14	\$481	14	\$500	STEP 13	B.A. MIN. = 1.00	444	133
\$19,260	DOC.	15	\$355	15	\$482	15	\$477	FULL CREDIT	NO	323	134
\$20,412	DOC.	14	\$466	16	\$506	16	\$506	FULL CREDIT	OTHER	334	7 135
\$18,650	DOC.	15	\$369	15	\$412	15	\$437	FULL CREDIT	NO	237	4 136
\$20,782	DOC.	19	\$384	19	\$425	19	\$452	STEP 11	NO	572	137
\$18,783	DOC.	14	\$343	13	\$494	14	\$495	FULL CREDIT	NO	302	138
\$20,950	DOC.	12	\$396	15	\$507	15	\$507	STEP 12	NO	469	139
\$16,401	DOC.	12	\$334	12	\$520	12	\$520	STEP 8	NO	583	140
\$14,032	DOC.	13	\$348	14	\$401	14	\$422	FULL CREDIT	NO	199	19 141
\$15,385	DOC.	12	\$348	14	\$393	14	\$393	FULL CREDIT	NO	138	142
\$12,825	6 YRS	14	\$328	14	\$357	14	\$362	STEP 7	NO	127	3 143
\$15,009	DOC.	11	\$436	11	\$489	11	\$532	FULL CREDIT	B.A. MIN. = 1.00	206	19 144
\$15,700	DOC.	13	\$346	13	\$492	13	\$492	FULL CREDIT	NO	652	7 145
\$14,800	DOC.	11	\$417	12	\$464	12	\$496	STEP 10	NO	173	19 146
\$15,038	DOC.	10	\$438	13	\$438	13	\$438	FULL CREDIT	B.A. MIN. = 1.00	73	147
\$13,532	6 YRS	12	\$317	13	\$399	13	\$399	STEP 12	NO	185	148
\$14,115	DOC.	8	\$272	13	\$377	13	\$377	FULL CREDIT	NO	115	149
\$16,356	DOC.	10	\$352	15	\$352	15	\$352	FULL CREDIT	B.A. MIN. = 1.00	107	150
\$13,963	6 YRS	11	\$441	12	\$441	12	\$441	STEP 10	B.A. MIN. = 1.00	57	19 151
\$14,900	DOC.	14	\$393	14	\$447	14	\$447	STEP 13	NO	203	1 152
\$15,664	DOC.	15	\$360	15	\$446	15	\$446	STEP 11	B.A. MIN. = 1.00	422	7,19 153
\$15,236	7 YRS	13	\$361	14	\$429	14	\$429	STEP 10	B.A. MIN. = 1.00	401	154
\$14,431	6 YRS	14	\$319	14	\$446	14	\$472	STEP 9	NO	400	155
\$14,280	6 YRS	15	\$340	15	\$340	15	\$340	STEP 8	NO	164	3 156
\$14,553	6 YRS	11	\$288	14	\$434	14	\$483	FULL CREDIT	NO	308	3 157
\$13,929	P. A. +	15	\$343	15	\$397	...	...	STEP 11	NO	108	158
\$16,100	DOC.	9	\$489	11	\$568	12	\$617	FULL CREDIT	NO	397	159
\$13,500	DOC.	14	\$329	14	\$336	14	\$336	FULL CREDIT	NO	358	160

SALARY SCHEOEULE PROVISIONS FOR CLASSROOM TEACHERS, 1971-72

SCHOOL SYSTEM AND ENROLLMENT	BACHELOR'S DEGREE (OR 4 YEARS)		MINIMUM AND MAXIMUM SALARIES MASTER'S DEGREE (OR 5 YEARS)		SIX YEARS (M.A. PLUS 30)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
1	2	3	4	5	6	7
PENNSYLVANIA (CONTINUED)						
161 HAVERFORD TWP., HAVERTOWN (7,699)	\$7,300	\$12,100	\$7,700	\$15,200	\$ 7,950	\$15,950
162 LOWER MERION TWP., ARDMORE (9,769)	8,100	13,500 15,900(MERIT)	8,500	16,000 18,400(MERIT)	8,900	16,400 18,800(MERIT)
163 MT. LEBANON (8,685)	7,300	11,700 13,100(24 YRS)	8,000	13,400 14,350(24 YRS)	8,600	13,900 15,150(24 YRS)
164 RADNOR TWP., WAYNE (4,562)	7,300	9,700 15,200(MERIT)	7,600	10,000 15,500(MERIT)	...	...
165 SPRINGFIELD TWP., ORELAND (4,084)	7,400	12,000	8,000	13,600	8,600	14,600
166 SPRINGFIELD TWP., SPRINGFIELD (5,168)	7,350	13,050	7,820	14,700	8,130	15,360
TEXAS						
167 HIGHLAND PARK (5,181)	6,850	9,900	7,500	11,250	...	...
WASHINGTON						
168 BELLEVUE (23,814)	7,050	10,364	8,460	13,395	9,165	15,299
WISCONSIN						
169 SHOREWOOD (2,720)	7,750	12,284	8,835	14,260	9,455	14,880
170 WAUWATOSA (10,810)	7,700	12,100	8,400	14,125	9,000	15,675
171 WHITEFISH BAY (4,112)	7,600	12,220	8,450	14,400	8,770	15,200

Footnotes are on page 116.

SUBURBAN DISTRICTS ADJACENT TO METROPOLITAN AREAS

MAXIMUM SALARY SCHEDULED AMOUNT PREPARATION LEVEL		INCREMENTS-MINIMUM TO BACHELOR'S NO. AVE.		MASTER'S NO. AVE.		MAXIMUM SIX YEARS NO. AVE.		MAX. PLACEMENT FOR EXPERIENCE B.A. SCALE	SCHEDULE DERIVED AS INDEX TO BASE OF REFERENCE	NUMBER OF TEACHERS	FOOTNOTES	
8	9	10		11		12		13	14	15	16	
\$16,700	DOC.	16	\$300	19	\$395	18	\$444	FULL CREDIT	NO	369		161
\$17,900	DOC.	10	\$540	12	\$625	12	\$625	FULL CREDIT	NO	554		162
\$14,700	DOC.	11	\$400	11	\$491	11	\$482	FULL CREDIT	NO	369		163
\$10,000	M.A.	6	\$400	6	\$400	...	...	FULL CREDIT	NO	263		164
\$15,100	DOC.	12	\$383	14	\$400	14	\$428	FULL CREDIT	NO	224	6	165
\$16,010	7 YRS	18	\$317	20	\$344	20	\$362	STEP 10	NO	256		166
\$11,250	M.A.	11	\$277	14	\$268	...	...	STEP 7	NO	283		167
\$16,004	DUC.	9	\$368	11	\$449	13	\$472	FULL CREDIT	B.A. MIN. = 1.00	1,105		168
\$15,100	DOC.	13	\$349	14	\$388	14	\$388	FULL CREDIT	B.A. MIN. = 1.00	151	3, 8	169
\$16,450	DOC.	11	\$400	13	\$440	15	\$445	STEP 5	NO	583	6	170
\$15,200	6 YRS	...	...	...	...	...	...	FULL CREDIT	NO	211	3	171

FOOTNOTES

General Note: Figures in parentheses in columns 4 or 6 indicate experience step for which indicated preparation level(s) is/are recognized.

1. Information for calendar year 1971.
2. Information for calendar year 1972.
3. Latest information available.
4. Number of teachers and/or enrollment estimated by NEA Research Division on basis of available information.
5. Long-service increments indicated but amounts not stated.
6. Schedule may be exceeded for meritorious performance by board action.
7. Progress on schedule may be accelerated for merit but not to exceed scheduled maximums.
8. Schedule may be exceeded for merit but amount not indicated.
9. Schedule became effective February 2, 1971.
10. Data are incomplete; only information available.
11. Salaries shown for six years are for M.A. plus 24 hours.
12. Schedule effective through December 31, 1971.
13. Increments are based on regular evaluations and are not automatic.
14. Data shown are for the second semester of 1971-72.
15. Add a maximum of \$600 for dependency allowance.
16. No teacher will be paid less than \$6,800 in 1971-72.
17. Increments are granted biennially between steps 11 and 17.
18. Long-service steps are a combination of long-service and merit; it is possible to reach the top maximum after 21 years instead of 25 as shown.
19. Schedule became effective January 1, 1971.
20. Long-service steps based on last increment of each preparation salary class.
21. Add a maximum of \$600 for dependency allotment.
22. Maximum shown for bachelor's degree is for B.A. plus 15 hours.
23. Salaries shown are for the contract year 1971-72, but school system operates on fiscal year which runs from January 1 to December 31.
24. Salaries shown are for a 9¼-month work year.
25. Schedule effective from February 1, 1972, through June 30, 1972.
26. Schedule became effective October 1, 1971.
27. Add \$100 each four years after reaching scheduled maximum.
28. Schedule becomes effective January 1, 1972.
29. Schedule becomes effective February 1, 1972.
30. Local supplement to state schedule assumed to be the same as paid in 1970-71.
31. Maximum salaries shown require completion of six semester hours of approved course work during the preceding five years.
32. Salaries shown may be increased 2 percent retroactively to opening of school year 1971-72; depends on action of state legislature which was still in session at press time.
33. Schedule may be increased during school year 1971-72.
34. A 5 percent increment is added for year of retirement.
35. Based on latest information available on local supplements.

DIRECTORY OF SYSTEMS IN THIS STUDY BY ENROLLMENT STRATUM, OCTOBER 1970*

Stratum 1 (27 systems enrolling 100,000 or more)

CALIFORNIA

Los Angeles
San Diego

DISTRICT OF COLUMBIA

Washington

FLORIDA

Broward Co., Fort Lauderdale
Dade Co., Miami
Duval Co., Jacksonville
Hillsborough Co., Tampa

GEORGIA

Atlanta

HAWAII, State of

Honolulu

ILLINOIS

Chicago

INDIANA

Indianapolis

LOUISIANA

Orleans Parish, New Orleans

MARYLAND

Baltimore
Baltimore Co., Towson
Montgomery Co., Rockville
Prince George's Co., Upper Marlboro

MICHIGAN

Detroit

MISSOURI

St. Louis

NEW YORK

New York City

OHIO

Cleveland
Columbus

PENNSYLVANIA

Philadelphia

TENNESSEE

Memphis

TEXAS

Dallas
Houston

VIRGINIA

Fairfax Co.

WISCONSIN

Milwaukee

Stratum 2 (54 systems enrolling 50,000 to 99,999)

ALABAMA

Birmingham
Jefferson Co. (excl. Birmingham)
Mobile

ARIZONA

Tucson

CALIFORNIA

Fresno
Garden Grove
Long Beach
Oakland
Sacramento
San Francisco
San Juan Dist., Carmichael

COLORADO

Denver
Jefferson Co., Lakewood

FLORIDA

Brevard Co., Titusville
Orange Co., Orlando
Palm Beach Co., West Palm Beach
Pinellas Co., Clearwater
Polk Co., Bartow

GEORGIA

DeKalb Co. (excl. Decatur)

KANSAS

Wichita

KENTUCKY

Jefferson Co. (excl. Louisville)
Louisville

LOUISIANA

Caddo Parish, Shreveport
East Baton Rouge Parish, Baton Rouge
Jefferson Parish, Gretna

MARYLAND

Anne Arundel Co., Annapolis

MASSACHUSETTS

Boston

MINNESOTA

Minneapolis

MISSOURI

Kansas City

NEBRASKA

Omaha

NEVADA

Clark Co., Las Vegas

NEW JERSEY

Newark

NEW MEXICO

Albuquerque

NEW YORK

Buffalo

NORTH CAROLINA

Charlotte-Mecklenburg Co., Charlotte

OHIO

Akron
Cincinnati
Dayton
Toledo

OKLAHOMA

Oklahoma City
Tulsa

OREGON

Portland

PENNSYLVANIA

Pittsburgh

SOUTH CAROLINA

Charleston Co.
Greenville Co.

TENNESSEE

Nashville-Davidson Co., Nashville

TEXAS

Austin
El Paso
Fort Worth
San Antonio

UTAH

Granite Dist. (excl. Salt Lake City)

VIRGINIA

Norfolk

WASHINGTON

Seattle

WEST VIRGINIA

Kanawha Co., Charleston

Stratum 3 (99 systems enrolling 25,000 to 49,999)**ALABAMA**

Huntsville
Montgomery Co.

ALASKA

Anchorage

ARIZONA

Phoenix (H.S.)
Scottsdale

CALIFORNIA

Anaheim (H.S.)
Compton
Fremont
Glendale
Hacienda-La Puente, La Puente
Hayward
Montebello
Mt. Diablo, Concord
Newport-Mesa, Newport Beach
Norwalk-La Mirada, Norwalk
Orange
Pasadena
Richmond
Riverside

San Bernardino

Santa Ana
Stockton
Torrance

COLORADO

Colorado Springs
Pueblo

CONNECTICUT

Hartford

FLORIDA

Escambia Co., Pensacola
Okaloosa Co., Crestview
Volusia Co., DeLand

GEORGIA

Bibb Co., Macon
Cobb Co. (excl. Marietta)
Fulton Co. (excl. Atlanta)
Muscogee Co., Columbus
Richmond Co., Augusta
Savannah-Chatham Co., Savannah

ILLINOIS

Peoria
Rockford

INDIANA

Evansville
Fort Wayne
Gary
South Bend

IOWA

Des Moines

KANSAS

Kansas City
Shawnee Mission

KENTUCKY

Fayette Co., Lexington

LOUISIANA

Calcasieu Parish, Lake Charles
Rapides Parish, Alexandria

MARYLAND

Harford Co., Bel Air

MASSACHUSETTS

Springfield
Worcester

MICHIGAN

Flint
Grand Rapids
Lansing
Livonia
Warren

MINNESOTA

Anoka-Hennepin, Anoka
Bloomington
Robbinsdale
St. Paul

MISSISSIPPI

Jackson

MISSOURI

Springfield

NEBRASKA

Lincoln

NEVADA

Washoe Co., Reno

NEW JERSEY

Jersey City

NEW YORK

Rochester

Syracuse

Yonkers

NORTH CAROLINA

Cumberland Co. (excl. Fayetteville)

Gaston Co., Gastonia

Greensboro

Wake Co. (excl. Raleigh)

Winston-Salem/Forsyth Co., Winston-Salem

OHIO

Youngstown

RHODE ISLAND

Providence

SOUTH CAROLINA

Columbia

TENNESSEE

Chattanooga

Hamilton Co. (excl. Chattanooga)

Knoxville

TEXAS

Amarillo

Corpus Christi

Lubbock

North East Dist., San Antonio

Pasadena

Richardson

Spring Branch

UTAH

Davis Co., Farmington

Salt Lake City

VIRGINIA

Arlington Co.

Hampton

Henrico Co.

Newport News

Portsmouth

Prince William Co., Manassas

Richmond

Virginia Beach

WASHINGTON

Edmonds Dist. No. 15, Lynnwood

Highline Dist., Seattle

Spokane

Tacoma

Stratum 4 (323 systems enrolling 12,000 to 24,999)**ALABAMA**

Baldwin Co., Bay Minette

Tuscaloosa

ARIZONA

Mesa

Washington Dist. No. 6, Phoenix (Elem.)

ARKANSAS

Fort Smith

Little Rock

North Little Rock

CALIFORNIA

ABC Dist., Artesia

Alameda

Alhambra

Alum Rock, San Jose (Elem.)

Anaheim (Elem.)

Azusa

Bakersfield (Elem.)

Baldwin Park

Bellflower

Berkeley

Burbank

Cajon Valley Dist., El Cajon (Elem.)

Campbell (H.S.)

Chula Vista (Elem.)

Colton

Covina-Valley, Covina

Cupertino (Elem.)

Downey

El Rancho Dist., Pico Rivera

Fullerton (Elem.)

Fullerton (H.S.)

Grant Dist., Sacramento (H.S.)

Grossmont (H.S.)

Huntington Beach (H.S.)

Inglewood

La Mesa-Spring Valley (Elem.)

Livermore Valley, Livermore

Lompoc

Modesto

Monterey

Napa Valley, Yountville

Ocean View, Huntington Beach (Elem.)

Ontario-Montclair, Ontario (Elem.)

Oxnard (H.S.)

Pajaro Valley, Watsonville

Palo Alto

Palos Verdes

Placentia

Pomona

Redlands

Rialto

Rowland

San Lorenzo
 Santa Barbara
 Santa Clara
 Santa Monica
 Santa Rosa
 Sequoia Dist., Redwood City (H.S.)
 Simi Valley, Simi
 South San Francisco
 Vallejo
 Ventura
 Visalia
 West Covina
 Westminster (Elem.)
 Whittier (H.S.)

COLORADO

Adams Co., Dist. No. 12, Eastlake
 Aurora
 Boulder
 Grand Junction
 Littleton
 Poudre Dist., Fort Collins
 Westminster

CONNECTICUT

Bridgeport
 Bristol
 Enfield
 New Britain
 New Haven
 Stamford
 Waterbury
 West Hartford

DELAWARE

Newark

FLORIDA

Alachua Co., Gainesville
 Bay Co., Panama City
 Lake Co., Tavares
 Lee Co., Fort Myers
 Leon Co., Tallahassee
 Manatee Co., Bradenton
 Marion Co., Ocala
 Pasco Co., Dade City
 Sarasota Co.
 Seminole Co., Sanford

GEORGIA

Clayton Co., Jonesboro
 Dougherty Co., Albany
 Glynn Co., Brunswick
 Gwinnett Co., Lawrenceville
 Houston Co., Perry

IDAHO

Boise

ILLINOIS

Alton
 Decatur
 Granite City

Harlem Dist., Rockford
 Joliet (Elem.)
 Moline
 Springfield
 Waukegan (Elem.)

INDIANA

Anderson
 Bartholomew Dist., Columbus
 East Allen Co., New Haven
 Greater Clark Co., Jeffersonville
 Hammond
 Kokomo
 Michigan City
 Monroe Co., Bloomington
 Muncie
 New Albany-Floyd Co., New Albany
 Vigo Co., Terre Haute
 Washington Twp., Indianapolis
 Wayne Twp., Indianapolis

IOWA

Cedar Rapids
 Council Bluffs
 Davenport
 Dubuque
 Sioux City
 Waterloo

KANSAS

Topeka

KENTUCKY

Pike Co. (excl. Pikeville)

LOUISIANA

Bossier Parish, Benton
 Iberia Parish, New Iberia
 Lafourche Parish, Thibodaux
 Ouachita Parish (excl. Monroe)
 St. Bernard Parish, Chalmette
 St. Landry Parish, Opelousas
 St. Mary Parish, Franklin
 St. Tammany Parish, Covington
 Terrebonne Parish, Houma

MAINE

Portland

MARYLAND

Allegany Co., Cumberland
 Carroll Co., Westminster
 Charles Co., La Plata
 Frederick Co.
 Howard Co., Clarksville
 Washington Co., Hagerstown

MASSACHUSETTS

Fall River
 Lowell
 Pittsfield
 Quincy

MICHIGAN

Ann Arbor

Bay City
 Dearborn
 Garden City
 Grosse Pointe
 Jackson
 Kalamazoo
 Port Huron
 Roseville
 Saginaw
 Southfield
 Taylor
 Utica
 Wayne
MINNESOTA
 Duluth
 Osseo
 Rochester
 Roseville
MISSISSIPPI
 Greenville
MISSOURI
 Ferguson-Florissant, Ferguson
 Hickman Mills
 Independence
 Lindbergh
 North Kansas City
 Parkway Dist., Chesterfield
 Pattonville
 Raytown
 St. Joseph
MONTANA
 Billings
 Great Falls
NEW HAMPSHIRE
 Manchester
NEW JERSEY
 Camden
 Cherry Hill
 Clifton
 Edison Twp.
 Hamilton Twp., Trenton
 Madison Twp., Matawan
 Middletown Twp.
 Toms River
 Trenton
 Wayne
 Willingboro
 Woodbridge Twp.
NEW MEXICO
 Gallup-McKinley Co., Gallup
 Las Cruces
 Santa Fe
NEW YORK
 Albany
 Brentwood
 Commack

East Meadow
 Elmira
 Greece Central, Rochester
 Kenmore-Tonawanda
 Levittown
 Middle Country Dist. 11, Centereach
 New Rochelle
 Niagara Falls
 North Syracuse
 Ramapo Dist. 2, Spring Valley
 Sachem, Holbrook
 Schenectady
 Wappingers Falls
NORTH CAROLINA
 Alamance Co., Graham (excl. Burlington)
 Buncombe Co. (excl. Asheville)
 Burke Co., Morganton
 Davidson Co. (excl. Lexington)
 Durham
 Durham Co. (excl. Durham)
 Fayetteville
 Guilford Co. (excl. Greensboro)
 Harnett Co., Lillington
 High Point
 Johnston Co., Smithfield
 Nash Co., Nashville
 New Hanover Co., Wilmington
 Onslow Co., Jacksonville
 Pitt Co. (excl. Greenville)
 Raleigh
 Randolph Co. (excl. Asheboro)
 Robeson Co. (excl. Lumberton)
 Rowan Co. (excl. Salisbury)
 Wayne Co. (excl. Goldsboro)
OHIO
 Berea
 Canton
 Cleveland Heights-University Heights
 Cuyahoga Falls
 Elyria
 Hamilton
 Kettering
 Lorain
 Mansfield
 Mentor
 Middletown
 Northwest Dist., Cincinnati
 Springfield
 Warren
 Willoughby-Eastlake, Willoughby
OKLAHOMA
 Lawton
 Midwest city
 Putnam City
OREGON
 Beaverton

Eugene

Salem

PENNSYLVANIA

Allentown

Butler

Centennial Dist., Warminster

Erie

Harrisburg

Hazleton

Lancaster

Neshaminy Dist., Langhorne

Penn Hills

Pennsbury Dist., Fallsington

Reading

Scranton

RHODE ISLAND

Cranston

Warwick

SOUTH CAROLINA

Aiken Co.

Anderson Co., Dist. No. 5

Darlington Co.

Florence

Rock Hill

Spartanburg Dist. No. 7

SOUTH DAKOTA

Rapid City

Sioux Falls

TENNESSEE

Clarksville-Montgomery Co., Clarksville

Knox Co. (excl. Knoxville)

Shelby Co. (excl. Memphis)

Sullivan Co., Blountville

Sumner Co., Gallatin

TEXAS

Abilene

Beaumont

Birdville, Fort Worth

Ector Co., Odessa

Edgewood, San Antonio

Galveston

Goose Creek, Baytown

Harlandale

Hurst

Irving

Laredo

Mesquite

Midland

North Forest, Houston

Tyler

Wichita Falls

UTAH

Alpine Dist., American Fork

Jordan Dist., Sandy

VIRGINIA

Alexandria

Chesapeake

Chesterfield Co.

Henry Co. (excl. Martinsville)

Pittsylvania Co., Chatham

Roanoke

Roanoke Co.

WASHINGTON

Bellevue

Clover Park

Everett

Federal Way

Kent

Renton

Shoreline, Seattle

Vancouver

Yakima

WEST VIRGINIA

Cabell Co., Huntington

Fayette Co., Fayetteville

Harrison Co., Clarksburg

Logan Co.

McDowell Co., Welch

Mercer Co., Princeton

Raleigh Co., Beckley

Wood Co., Parkersburg

WISCONSIN

Appleton

Green Bay

Janesville

Kenosha

West Allis

WYOMING

Casper

Cheyenne

Stratum 5 (694 systems enrolling 6,000 to 11,999)

ALABAMA

Anniston

Bessemer

Calhoun Co. (excl. Anniston)

Cullman Co. (excl. Cullman)

Decatur

DeKalb Co. (excl. Fort Payne)

Dothan

Elmore Co., Wetumpka

Florence

Gadsden

Jackson Co. (excl. Scottsboro)

Lauderdale Co. (excl. Florence)

Lawrence Co., Moulton

Madison Co. (excl. Huntsville)

Marshall Co., Guntersville

Morgan Co. (excl. Decatur)

Phenix City

Selma

Talladega Co. (excl. Talladega)

Walker Co. (excl. Jasper)

ALASKA

Fairbanks

ARIZONA

Amphitheater, Tucson

Cartwright (Elem.)

Flagstaff

Glendale (H.S.)

Madison Dist. No. 38, Phoenix (Elem.)

Phoenix Dist. No. 1 (Elem.)

Roosevelt Dist., Phoenix (Elem.)

Sunnyside

Tempe (Elem.)

Yuma

ARKANSAS

Blytheville

Forrest City

Hot Springs

Springdale

Texarkana

CALIFORNIA

Acalanes Dist., Lafayette (H.S.)

Antelope Valley, Lancaster (H.S.)

Arcadia

Barstow

Bassett, La Puente

Bonita, San Dimas

Campbell (Elem.)

Capistrano

Castro Valley

Centinela Valley, Hawthorne (H.S.)

Centralia, Buena Park (Elem.)

Chico

Chino

Claremont

Clovis

Culver City

Cypress (Elem.)

East Whittier (Elem.)

Elk Grove

El Monte (Elem.)

El Monte (H.S.)

Escondido (Elem.)

Fairfield-Suisun, Fairfield

Garvey (Elem.)

Glendora

Hueneme, Port Hueneme (Elem.)

Jefferson, Daly City (Elem.)

Jefferson, Daly City (H.S.)

Jurupa

Laguna Salada, Pacifica (Elem.)

Lancaster (Elem.)

Lawndale (Elem.)

Lynwood

Madra

Marysville

Merced (Elem.)

Milipitas

Monrovia

Mountain View, El Monte (Elem.)

New Haven, Union City

Novato

Oak Grove (Elem.)

Oceanside (Elem.)

Paramount

Petaluma

Redondo Beach (Elem.)

Redwood City (Elem.)

Rio Linda (Elem.)

Salinas (Elem.)

San Joaquin (Elem.)

San Jose (Elem.)

San Leandro

San Luis Coastal Dist., San Luis Obispo

San Mateo (H.S.)

San Rafael

San Ramon Valley, Danville

Santa Cruz

Santa Maria (Elem.)

South Bay, Hermosa Beach (H.S.)

Sunnyvale (Elem.)

Tamalpais, Larkspur (H.S.)

Tustin (Elem.)

Tustin (H.S.)

Ukiah

Vacaville

Vista

Washington Dist., West Sacramento

Woodland

Yuba City

COLORADO

Adams Co., Dist. No. 14, Commerce City

Cherry Creek

Englewood

Greeley

Mapleton

St. Vrain Valley, Longmont

Thompson, Loveland

Widefield Dist. No. 3, Security

CONNECTICUT

Danbury

Fairfield

Greenwich

Groton

Hamden

Meriden

Middletown

Newington

North Haven

Norwich (Elem.)

Southington

Vernon Schools, Rockville

Wallingford

West Haven
Westport
Wethersfield

DELAWARE

Alfred I. DuPont, Wilmington
Caesar Rodney Dist., Camden
Capital Dist., Dover
Conrad Dist., Wilmington
Indian River Dist., Frankford
Mount Pleasant, Wilmington
New Castle
Stanton, Wilmington

FLORIDA

Clay Co., Green Cove Springs
Collier Co., Naples
Columbia Co., Lake City
Gadsden Co., Quincy
Indian River Co., Vero Beach
Jackson Co., Marianna
Monroe Co., Key West
Putnam Co., Palatka
St. Johns Co., St. Augustine
St. Lucie Co., Fort Pierce
Santa Rosa Co., Milton

GEORGIA

Baldwin Co., Milledgeville
Bulloch Co., Statesboro
Carroll Co. (excl. Carrollton)
Catoosa Co., Ringgold
Cherokee Co., Canton
Clarke Co., Athens
Colquitt Co., Moultrie
Coweta Co., Newnan
Decatur Co., Bainbridge
Floyd Co. (excl. Rome)
Griffin-Spalding Co., Griffin
Hall Co. (excl. Gainesville)
Henry Co., McDonough
Lowndes Co. (excl. Valdosta)
Rome
Tift Co., Tifton
Valdosta
Walker Co., La Fayette
Whitfield Co. (excl. Dalton)

IDAHO

Idaho Falls
Lewiston
Pocatello
Twin Falls

ILLINOIS

Arlington Heights (Elem.)
Aurora (West Side)
Bloomington
Champaign
Des Plaines (Elem.)
Downers Grove (Elem.)

East Maine, Niles (Elem.)
Evanston (Elem.)
Freeport
Glenbard, Glen Ellyn (H.S.)
Maine Twp., Park Ridge (H.S.)
Niles Twp., Skokie (H.S.)
Palatine (Elem.)
Park Ridge (Elem.)
Pekin (Elem.)
Quincy
Rock Island
South Stickney, Burbank
Urbana
Villa Park (Elem.)
Worth Dist. 218 (H.S.)

INDIANA

East Chicago
Huntington
Lafayette
Lake Ridge, Gary
Lawrence
Marion
Mishawaka
New Castle
North Lawrence Schools, Bedford
Perry Twp., Indianapolis
Portage Twp.
Richmond
Tippecanoe, Lafayette
Warren Twp., Indianapolis
Warrick Co., Boonville

IOWA

Ames
Burlington
Cedar Falls
Clinton
Fort Dodge
Iowa City
Marshalltown
Mason City
Muscatine
Ottumwa
West Des Moines

KANSAS

Hutchinson
Junction City
Lawrence
Salina

KENTUCKY

Ashland
Boone Co., Burlington
Bullitt Co., Shepherdsville
Christian Co., Hopkinsville
Covington
Hardin Co. (excl. Elizabethtown)

Hopkins Co., Madisonville
 McCracken Co. (excl. Paducah)
 Owensboro
 Paducah
 Perry Co. (excl. Hazard)

LOUISIANA

Acadia Parish, Crowley
 Ascension Parish, Donaldsonville
 Avoyelles Parish, Marksville
 Beauregard Parish, De Ridder
 Bogalusa
 Concordia Parish, Vidalia
 DeSota Parish, Mansfield
 Evangeline Parish, Ville Platte
 Franklin Parish, Winnsboro
 Iberville Parish, Plaquemine
 Jefferson Davis Parish, Jennings
 Lincoln Parish, Ruston
 Livingston Parish
 Monroe
 Morehouse Parish, Bastrop
 Natchitoches Parish
 Pointe Coupee Parish, New Roads
 Richland Parish, Rayville
 St. Charles Parish, Luling
 St. John the Baptist Parish, Reserve
 St. Martin Parish, St. Martinville
 Vermilion Parish, Abbeville
 Vernon Parish, Leesville
 Webster Parish, Minden

MAINE

Bangor
 Lewiston

MARYLAND

Cecil Co., Elkton
 Dorchester Co., Cambridge
 St. Mary's Co., Leonardtown
 Worcester Co., Snow Hill

MASSACHUSETTS

Attleboro
 Beverly
 Billerica
 Cambridge
 Chelmsford
 Fitchburg
 Haverhill
 Holyoke
 Leominster
 Medford
 Natick
 Needham
 Norwood
 Peabody
 Randolph
 Revere

Salem
 Saugus
 Stoughton
 Taunton
 Waltham
 Wellesley
 Westfield

MICHIGAN

Alpena
 Battle Creek
 Bedford, Temperance
 Benton Harbor
 Berkley
 Carman Dist., Flint
 Center Line
 Clarkston
 Fraser
 Hazel Park
 Highland Park
 L'Anse-Creuse Dist., Mt. Clemens
 Lapeer
 Lincoln Park
 Muskegon
 Niles
 Redford
 Rochester
 Walled Lake
 Warren Woods, Warren
 Wyandotte
 Wyoming
 Ypsilanti

MINNESOTA

Austin
 Brainerd
 Burnsville
 Columbia Heights
 District 833, Cottage Grove
 Mankato
 Minnetonka, Excelsior
 Moorhead
 North St. Paul-Maplewood, North St. Paul
 Richfield
 St. Cloud
 St. Louis Park
 Stillwater
 Wayzata
 West St. Paul
 White Bear Lake

MISSISSIPPI

Biloxi
 Gulfport
 Harrison Co. (excl. Gulfport)
 Hinds Co. (excl. Jackson)
 Jones Co. (excl. Laurel)
 Meridian

Moss Point

Natchez

Pascagoula

MISSOURI

Columbia

Fox Dist. 6, Arnold

Jefferson City

Kirkwood

Mehlville

Normandy Dist., St. Louis

Rockwood, Eureka

St. Charles

University City

Waynesville

Webster Groves

MONTANA

Butte

Helena

Missoula (Elem.)

NEBRASKA

Grand Island

Westside Dist., Omaha

NEW HAMPSHIRE

Nashua

Portsmouth

NEW JERSEY

Atlantic City

Bayonne

Bloomfield

Bridgewater-Raritan

Cranford

East Brunswick

East Orange

Fair Lawn

Franklin Twp., Somerset

Hackensack

Hazlet Twp.

Irvington

Livingston

Matawan

Montclair

Neptune Twp.

Paramus

Parsippany-Troy Hills

Passaic

Pemberton Twp., Browns Mills

Pennsauken

Perth Amboy

Plainfield

Ridgewood

Sayreville

Scotch Plains-Fanwood, Scotch Plains

South Orange-Maplewood, South Orange

Teaneck

Union Twp.

Vineland

Westfield

West Orange

NEW MEXICO

Alamogordo

Carlsbad

Clovis

Farmington

Hobbs

Roswell

NEW YORK

Arlington Dist., Poughkeepsie

Baldwin

Baldwinsville

Bay Shore

Binghamton

Clarkstown, New City

Connequot, Bohemia

Copiague

Corning

East Islip

East Syracuse-Minoa, East Syracuse

Endicott

Frontier Dist., Hamburg

Half Hollow Hills Schools, Melville

Hauppauge

Hericks Dist. No. 9, New Hyde Park

Horseheads

Huntington

Ithaca

Kingston

Lakeland Schools, Shrub Oak

Lancaster

Lawrence Schools, Cedarhurst

Liverpool

Long Beach

Mamaroneck

North Colonie, Newtonville

Oceanside

Patchogue-Medford, Patchogue

Plainedge, Bethpage

Port Washington

Sweet Home

Syosset

Three Village Dist. 1, Setauket

Troy

Vestal

Watertown

West Babylon

West Genesee, Camillus

West Islip

White Plains

Whitesboro

Williamsville

NORTH CAROLINA

Anson Co., Wadesboro

Bertie Co., Windsor

Bladen Co., Elizabethtown
 Burlington
 Cabarrus Co. (excl. Concord)
 Caldwell Co. (excl. Lenoir)
 Carteret Co., Beaufort
 Catawba Co. (excl. Newton-Conover)
 Chatham Co., Pittsboro
 Cleveland (excl. Shelby)
 Columbus Co. (excl. Whiteville)
 Craven Co. (excl. New Bern)
 Duplin Co., Kenansville
 Edgecombe Co. (excl. Tarboro)
 Elizabeth City
 Goldsboro
 Granville Co., Oxford
 Halifax Co.
 Haywood Co., Waynesville
 Henderson Co. (excl. Hendersonville)
 Hertford Co., Winton
 Iredell Co. (excl. Statesville)
 Kannapolis
 Kinston
 Laurinburg-Scotland Co., Laurinburg
 Lenoir Co. (excl. Kinston)
 Martin Co., Williamston
 McDowell Co., Marion
 Moore Co., Carthage
 Northampton Co., Jackson
 Person Co., Roxboro
 Richmond Co., Rockingham
 Rutherford Co., Rutherfordton
 Sampson Co. (excl. Clinton)
 Stanly Co. (excl. Albemarle)
 Surry Co., Dobson
 Union Co. (excl. Monroe)
 Wilkes Co., Wilkesboro

NORTH DAKOTA

Bismarck
 Grand Forks
 Minot

OHIO

Alliance
 Ashtabula
 Austintown, Youngstown
 Barberton
 Beaver Creek Local, Xenia
 Bedford
 Boardman
 Centerville
 East Cleveland
 Euclid
 Fairborn
 Findlay
 Forest Hills, Cincinnati
 Fremont

Garfield Heights
 Greenhills-Forest Park, Cincinnati
 Lakewood
 Lancaster
 Lima
 Mad River Dist., Dayton
 Maple Heights
 Massillon
 Newark
 New Carlisle
 North Olmsted
 Oak Hills, Cincinnati
 Portsmouth
 Sandusky
 Shaker Heights
 South Euclid-Lyndhurst
 Stow
 Sylvania
 Upper Arlington
 Washington Local, Toledo
 Worthington
 Xenia
 Zanesville
OKLAHOMA
 Bartlesville
 Enid
 Moore
 Muskogee
 Norman
 Ponca City
OREGON
 Coos Bay
 Corvallis
 David Douglas Dist. No. 40, Portland
 Klamath Co., Klamath Falls
 Lake Oswego
 Medford
 Roseburg
 Springfield
PENNSYLVANIA
 Baldwin-Whitehall, Pittsburgh
 Bethel Park
 Boyertown
 Carlisle
 Central Bucks, Doylestown
 Chambersburg
 Cheltenham Twp., Elkins Park
 Chester
 Coatesville
 Colonial Dist., Plymouth Meeting
 Council Rock, Richboro
 Downingtown
 Easton
 Fox Chapel, Pittsburgh
 Gateway, Monroeville

Overford Twp., Havertown
 Empfield, Greensburg
 ghlands, Tarentum
 over Merion Twp., Ardmore
 eKeesport
 illcreek Twp., Erie
 t. Lebanon
 orristown
 orth Allegheny Dist., Pittsburgh
 orth Hills, Pittsburgh
 orth Penn, Lansdale
 orwin Dist., Irwin
 idley
 ate College
 pper Darby
 pper Merion, King of Prussia
 arren Co.
 est Shore
 illiamsport
 ork
 DDE ISLAND
 umberland, Ashton
 ewport
 TH CAROLINA
 eaufort Co.
 rookland-Cayce Dist. No. 2, Cayce
 herokee Co., Gaffney
 hester Co.
 Georgetown Co.
 Greenwood
 Marlboro Co., Bennettsville
 ewberry Co.
 oconee Co., Walhalla
 Orangeburg Dist. No. 5
 nion Co.
 UTH DAKOTA
 Aberdeen
 NNESSEE
 Anderson Co. (excl. Clinton)
 Blount Co. (excl. Maryville)
 Bradley Co. (excl. Cleveland)
 Campbell Co., Jacksboro
 Carter Co. (excl. Elizabethton)
 Fayette Co., Somerville
 Franklin Co., Winchester
 Greene Co. (excl. Greeneville)
 Hawkins Co. (excl. Rogersville)
 Jackson
 Johnson City
 Kingsport
 Lawrence Co., Lawrenceburg
 Madison Co. (excl. Jackson)
 Maury Co., Columbia
 Oak Ridge
 Putnam Co., Cookeville
 Robertson Co., Springfield

Rutherford Co. (excl. Murfreesboro)
 Sevier Co., Sevierville
 Tipton Co., Covington
 Warren Co., McMinnville
 Washington Co., Jonesboro
 Williamson Co., Franklin
 TEXAS
 Alice
 Big Spring
 Brazosport
 Bryan
 Clear Creek, League City
 Denison
 Denton
 Edinburg
 Galena Park
 Grand Prairie
 La Marque
 Lamar, Rosenberg
 Longview
 Lufkin
 Marshall
 McAllen
 Nederland
 Pharr-San Juan-Alamo Dist., Pharr
 Plainview
 Port Neches
 Sherman
 Temple
 Texarkana
 West Orange-Cove, Orange
 UTAH
 Box Elder Co., Brigham City
 Cache Co. (excl. Logan)
 Murray
 Nebo Dist., Spanish Fork
 Provo
 Tooele
 VERMONT
 Burlington
 VIRGINIA
 Accomack Co., Accomac
 Albemarle Co.
 Augusta Co.
 Bedford Co.
 Buchanan Co., Grundy
 Campbell Co., Rustburg
 Charlottesville
 Danville
 Fauquier Co., Warrenton
 Franklin Co., Rocky Mount
 Frederick Co., Winchester
 Halifax Co.
 Hanover Co., Ashland
 Loudoun Co., Leesburg
 Lynchburg

Mecklenburg Co., Boynton
 Montgomery Co., Christiansburg
 Nansemond Co.
 Petersburg
 Pulaski Co.
 Rockingham Co.
 Russell Co., Lebanon
 Smyth Co., Marion
 Tazewell Co.
 Washington Co., Abingdon
 Wise Co.
 York Co., Yorktown

WASHINGTON

Auburn
 Bellingham
 Bremerton
 Central Valley Dist. No. 356, Spokane
 Franklin Pierce Dist., Tacoma
 Issaquah
 Kennewick
 Longview
 Northshore, Bothell
 North Thurston, Lacey
 Olympia
 Puyallup
 Richland
 Walla Walla

WEST VIRGINIA

Berkeley Co., Martinsburg
 Brooke Co., Wellsburg
 Greenbrier Co., Lewisburg
 Hancock Co., New Cumberland
 Marion Co., Fairmont
 Marshall Co., Moundsville
 Mason Co., Point Pleasant
 Monongalia Co., Morgantown
 Nicholas Co., Summersville
 Ohio Co., Wheeling
 Preston Co., Kingwood
 Putnam Co., Winfield
 Wayne Co.
 Wyoming Co., Pineville

WISCONSIN

Eau Claire
 Fond du Lac
 Manitowoc
 Menomonee Falls
 Neenah
 Oshkosh
 Sheboygan
 Wausau
 Wauwatosa
 Wisconsin Rapids

*System-by-system listing includes 18 districts which reported salary data too late to be included in summary tabulations.